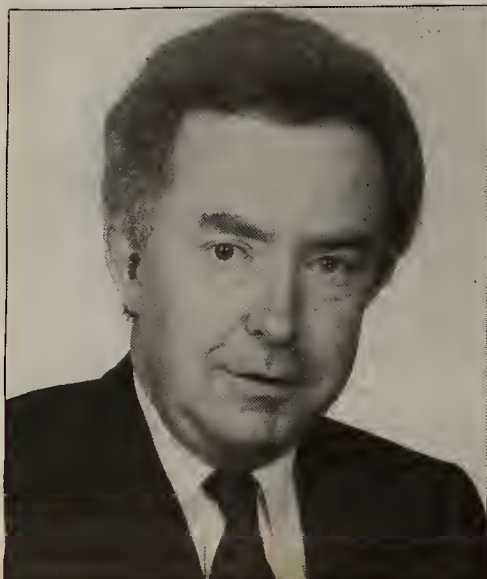


# CAUT/ACPU BULLETIN



SEPTEMBER / SEPTEMBRE 1991 VOL. 38, No. 7

## Constitution debate poses dramatic challenge



Joe Clark

Constitutional Affairs Minister / ministre des Affaires constitutionnelles

This fall's constitutional debate will confront Canadian universities and colleges with a dramatic challenge. The Federal government plans to issue its proposals on the constitution between the middle and the end of September. It seems likely that they will propose a massive decentralization of Canada. These proposals will then form the basis for the work of a parliamentary committee which will tour the country in the fall and report to Parliament in the new year. The decentralization proposals are likely to strike a blow at the current funding arrangements for post-secondary education, research and culture.

It is already clear that the Tories wish to destroy the current transfer arrangements for post-secondary education and health. When Michael Wilson was Finance Minister, he put in place a regime of transfer payment cutbacks which will ensure that the cash portion of these transfers will start

disappearing in the mid-1990s. It is likely that the Conservative constitutional proposals will entrench this by making post-secondary education solely a provincial responsibility. This was worth \$3.526 billion in 1989-90.

In such a context, what will happen to federal student aid? Ottawa has calculated in its Main Estimates that the Canada Student Loans program will cost \$475.4 million in 1991-92. And what about federal post-secondary education policy for the First Nations? Over the next fiscal year the Tories plan to spend \$190 million in this field. This total includes the \$149.7 million indicated in the 1991-92 Main Estimates, plus part of an additional \$320 million to be spent over the next five years.

The Quebec wing of the Tory party wants a similar massive decentralization of cultural policy. It questions the need for the Canada Council (\$105.8 million budgeted for 1991-92) and has

recommended the abolition of the Social Sciences and Humanities Research Council (\$97.6 million in 1991-92). Others in Ottawa talk about dismantling the federal museums and art galleries.

Communications Minister Perrin Beatty has asked the arts community for advice on what federal cultural activities should be handed over to the provinces.

It is less clear what the Conservatives want to do in the area of research policy apart from the attack on the Social Sciences and Humanities Research Council.

In the midst of all this talk about decentralization, there has been a curious ripple which might seem to go in the opposite direction but probably does not. In last spring's Throne Speech the government said that it was committed to certain educational goals. It appears to be emulating U.S. President George Bush who has said that he wished to be known as the

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## Le débat constitutionnel: un défi de taille

Le débat constitutionnel qui s'amorcera cet automne posera un défi de taille aux universités et aux collèges canadiens. Le gouvernement fédéral prévoit présenter ses propositions constitutionnelles entre la mi-septembre et la fin du mois. Il est possible qu'il proposera alors une décentralisation massive du Canada. Ces propositions jetteront les bases du travail d'une commission parlementaire qui voyagera dans tout le pays à l'automne et présentera un rapport au Parlement au début de la nouvelle année.

Les propositions de décentralisation porteront probablement un coup aux ententes actuelles de financement de l'enseignement, de la recherche et de la culture postsecondaire.

Il est déjà clair que les Conservateurs veulent révoquer les dispositions actuelles de transfert au titre de l'enseignement postsecondaire et la santé. Alors qu'il était ministre des Finances, M. Michael Wilson avait mis en place un système de réductions des paiements de transfert en vertu duquel les transferts en espèces commencent à disparaître vers 1995. Il est probable que les propositions constitutionnelles des Conservateurs renforceront cette mesure en faisant de l'enseignement postsecondaire une responsabilité purement provinciale. Les sommes allouées à ce titre représentaient 3,526 milliards de dollars en 1989-1990.

Dans un tel contexte, qu'advient-il de l'aide financière octroyée aux étudiants par le gouvernement fédéral? Dans son Budget des dépenses principal, Ottawa a établi que le Programme canadien d'aide aux étudiants lui coûterait 475,4 millions de dollars en 1991-1992. Qu'en est-il de l'aide

financière fédérale à l'enseignement postsecondaire octroyée aux Premières Nations? Au cours du prochain exercice, les Conservateurs prévoient y consacrer 190 millions de dollars. Ce total comprend les 149,7 millions de dollars indiqués dans le Budget

suite à la page 7

## Mount Allison layoffs may include tenured faculty

By Christine Storm  
Past-President, Mount Allison University Faculty Association

Mount Allison appears to be the first Canadian university at which the administration has taken steps that could result in the layoff of tenured faculty while operating under a collective agreement. For this reason, developments following this administration initiative will be of interest to others in the CAUT community.

On March 14, 1991, the Interim President served notice, as she was required to do under the Collective Agreement, to Senate, the Mount Allison Faculty Association, and the Board of Regents, that she was invoking layoff procedures. Dr. Sheila Brown, the Interim President, stated that in her considered judgement "there are *bona fide* financial reasons and *bona fide* academic reasons which would justify laying off faculty members and professional librarians".

As for the financial reasons, Dr. Brown stated that the University's income was not adequate to sustain its current level of operation, and that she saw no possibility to increase income sufficiently to allow for adequate funding. As to the academic reasons, Dr. Brown

stated that academic programs would "suffer irreparable harm" if cutbacks were to continue "or if the University reduces academic staff without reference to the areas within which these staff are employed".

By quoting *bona fide* financial reasons and *bona fide* academic reasons, Dr. Brown chose one of three options provided by the Collective Agreement when layoffs may be required. The other two options provide for layoffs required by *bona fide* financial reasons alone or by *bona fide* academic reasons alone.

*Financial reasons alone* would require the layoff of faculty and librarians on a seniority basis, beginning with nonunionized staff, term appointees, untenured staff, and then tenured staff.

With the combination of the two reasons (financial and academic), the administration hopes to get around the contract stipulation which does not permit the laying off of tenured employees "for academic reasons alone unless it decides to eliminate a department and the Senate concurs in this latter decision". In other words, the employer hopes to be able to eliminate whole departments, and

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## CAUT reaches 40

CAUT is celebrating its 40th year of service to the academic community. Created in 1951, CAUT was established with the goal of being both an information centre for local faculty associations and as a representative for academics on national issues affecting post-secondary education.

The issues affecting the academic profession 40 years ago are, interestingly, quite similar to the issues of the day. The first CAUT Bulletin, published in January 1953, identified matters of concern to include funding to universities, salary levels, income tax legislation and exemptions, tenure and sabbatical leaves. While we may have made great strides over the years in the areas of tenure and sabbatical provisions, there remains today a continued interest in

improving funding to universities along with reaching competitive salary levels and reasonable income tax considerations.

In its early years, CAUT represented fewer than 1,500 individual members at 13 local faculty associations. Today,

that number has risen to almost 27,000 on 58 campuses. In its 40 years,

CAUT has developed numerous policy statements and positions that have become the norm in Canadian universities. It has been instrumental in collective action to improve the status of the professors, librarians, researchers, minority groups and others on university campuses across the country.

The value of maintaining a national voice for academics can be summed up in the words of the president of CAUT in

continued on page 3 with translation

**Tories and the arts**  
(Page 3)

**What's in a name?**  
(Page 5)

**Nouvelles brèves du Québec**  
(Page 13)



## Let's get a few things straight . . .

I appreciate Alan Andrews writing on the "Chilling Effect of Libel". Academics across Canada need to be aware of how threats of libel suits and actual litigation represent a serious undermining of basic academic freedoms. I write to clarify a few points with respect to the discussion of the current legal action directed against Jack Scott, myself, and others concerning alleged libels in the Scott oral biography which I edited, *A Communist Life*, published by the

Committee on Canadian Labour History in 1988.

First, the plaintiffs in this case — Hardial Bains, Charles Boylan, Dorothy Jean O'Donnell, and Brian Sproule — were associated by Scott in his recollections with a political organization known as the Communist Party of Canada (Marxist-Leninist), not, as is stated in the Andrews article, the Communist Party of Canada. The latter is an entirely different organization than the former and it

would be a disservice to it to have people think that it has launched a libel action against Scott and others.

Second, the Committee on Canadian Labour History offered the plaintiffs pages in *Labour/Le Travail* to challenge Scott's statements, subject to the rejoinder meeting the usual academic standards. This offer was rejected.

Third, Queen's University has agreed to defend me in this action through its insurance carriers. While this decision was not finalized

at the time of the writing of the Andrews article, it has subsequently been made. I should add that I have found the administration at Queen's supportive and helpful throughout

this whole process.

Thank-you for making academics in Canada aware of this matter.

Bryan D. Palmer  
Queen's University

## Release questioned

I wish to register my objection to your announcement (March 1991, p. 19) asking your readers to appeal for the immediate and unconditional release of Dr. Sari Nusseibeh.

It is my belief that the majority of our colleagues at Canadian universities take for its face value your own statement to the effect that "Dr. Nusseibeh was taken before a judge to review his detention order [after having been

accused of] being a leader of al-Fatah [...] and of drafting literature inciting violence".

The detention of Dr. Nusseibeh does not appear unreasonable. Furthermore, much harsher measures are taken at this very time by other democratic countries (U.K., U.S.) that are not even in a state of war.

Israel is in a state of war and, by definition, not even Amnesty International can be in possession

of information that the government refuses to release for security reasons. You have not bothered to mention this at all.

I fully trust the legality and the ethics upon which the State of Israel continues to defy its murderous enemies.

Abraham Akkerman  
University of Saskatchewan

NOTE: CAUT relies on Amnesty International to verify its prisoner of the month column.

## News Flash!

As this Bulletin went to the presses, Youth Minister Pierre Cadieux announced that the federal government will close about 100 university and college on-campus employment centres as a cost-cutting measure.

In a fax to the Minister CAUT President Fred Wilson criticized the proposal, saying that at a time of high youth unemployment "the government will end up spending a lot of dollars to save nickles and dimes on the backs of students without jobs".

The CAUT Council adopted a resolution last May which led to faculty lobbying to encourage the government to maintain the on-campus employment centres.

Letters of protest may be sent to the Honourable Pierre Cadieux, Minister of State (Youth), House of Commons, Ottawa, Ontario K1A 0A6. No postage is required. The Minister's telephone number is (819) 994-2424 and the fax number is (819) 997-6505. Don't forget to send a copy of your letter to CAUT.

## Report measures up

The Status of Women Committee is to be congratulated on producing "Employment Equity for Women: A Status Report 1991". This massive report will serve as a benchmark and a measure of progress for years to come.

Dr. Mary Frances Richardson  
Brock University

## Tone offends

I object to the sinister tone of several pieces in the April CAUT Bulletin. In the accompanying Status of Women Supplement ... Janice Drakich examines the campaign to smash the "masculinist culture" of the university in language and images befitting a Field Marshal or a CIA operative.

We are introduced to "status of women officers", "sexual harassment officers", "activists" of one kind or other, "action strategies", "goals, timetables and objectives". She advocates "centralized structures" and better "monitoring" of committees. In the window on p. 3 the CAUT Status of Women Committee appropriately alludes to the "front lines of equity".

There follows a series of provincial situation reports. The photo on p. 5 of the embattled contributors to the Supplement is, I am obliged to point out, incomplete: peaked caps and uniforms are missing.

Come on folks! Such problems as we may have within our universities hardly warrant the intervention of nationalists/feminist surveillance juntas.

Karl Wegert  
Bishop's University

## Maps dismay

It is with dismay that I view the sketch maps provided at the head of each provincial summary and on page 32.

- is Nova Scotia comprised of 2 islands?
- has Quebec ceded the Eastern Townships, and Gaspé to New Brunswick?

Generalization is an accepted and well-studied process within the ancient discipline of Cartography. As one moves to very small-scale maps, some details are negotiable, others never are!

In our wonder at the opportunities and pitfalls of language, we often overlook the comparable qualities in "graphicacy". Please use competent cartographers (not graphic artists) for future maps and remember, maps need a careful editorial eye as much as written text.

Michael R.C. Coulson  
University of Calgary

## Perception "sanguine"

Your Status of Women Supplement printed an article by Dr. Allderdice regarding the University's Faculty Association (MUNFA) and its alleged exemplary work in championing the cause of women at Memorial University. With all due respect to Dr. Allderdice, I believe that her perception of MUNFA is too sanguine.

...Words are cheap, and MUNFA loses nothing by supporting the concept of affirmative action. When it comes down to a choice between the departmental politics of MUNFA members and affirmative action, however, I believe that MUNFA actions demonstrate that it is the latter which is sacrificed. The Collective Agreement which MUNFA signed defines "Sexual Harassment" in a very narrow manner, which seems to exclude harassment or discrimination which may be based on gender but which is not explicitly sexual in nature. So the MUNFA agreement permits intimidation, harassment, or belligerence directed against another faculty member for reasons of gender so long as it does not involve lewd suggestions or undesired groping.

Proving this less blatant but no less harmful kind of sexual harassment and discrimination is difficult under any circumstances. However MUNFA's actions have - in my opinion - implicitly condoned such discriminatory behaviour because of the narrow interpretation of sexual harassment in the Collective Agreement, and perhaps also because personal politics may take precedence in some instances. It is useful for MUNFA and the University Administration to pursue hiring targets; it might be more useful if they provided support to female faculty members so that they might feel inclined to stay once they are hired.

Having now seen the extent to which the present generation of University administrators and Union executives (not to mention some of the less enlightened faculty of our own generation) are unwilling to accept the concept of equality except in paying lip service, I have become far more sympathetic to the need for active measures to combat the racism and sexism which still seems to be prevalent in University bureaucracies. Dr. Allderdice is above reproach in this regard, but by lending her good name to an association which would appear to be promoting sexism in its ill considered actions she has done the cause of true equality a grave disservice.

D. Rowlands  
Memorial University of Newfoundland

## Numbers disputed

On page 21 York University is reported as having 222 women in tenured and tenure stream positions in 1989-90. The source given is the appropriate branch of Statistics Canada. According to the Office of the Vice President (Institutional Affairs), the actual number is 265. This does not include faculty in the so-called alternative stream (mostly language teachers) or professional librarians, even though both groups enjoy tenure. These two groups contained just over 30 women in 1989-90.

### Editor's note:

It is the administration of each university which supplies data to Statistics Canada in its annual survey of full-time university faculty. Statistics Canada does not release information publicly until after each university has verified the accuracy of the data and given permission for its release.

The figure of 265 provided to Professor Horn by the office of the Vice-President (Institutional Affairs) was the total number of women in the "tenure stream" at York, and the

Michiel Horn  
York University

administration includes those on contract and visitors in this "stream". The numbers published in the Bulletin article were restricted to those actually in tenured appointments and in appointments leading to tenure.

## Statistic startles

In the spirit of sharing information on employment equity, I have to take issue with your account of the situation at Athabasca University (AU). In the "Status of Women Supplement" of the Bulletin's April edition Susan Jackel writes, "women in fact constitute just over half of senior management at Athabasca, a startling statistic". A startling statistic indeed, but not true. The figure is nearer to 12% and thus hardly better than the already dismal national average.

It is likely that the report confused senior with middle management where women constitute about 40% of the positions. That is the real story and got lost in the greater claim. Also on the positive side is the fact that AU has one of the handful of female registrars and of science deans to be found in Canadian Universities - appointments which, nonetheless, where unrelated to any institutional concerns with equity.

Athabasca University has still a long way to go on the issue of employment equity... But there are several positive features in the situation that your report did not pick up - including the number of female middle managers and an improving number of women in senior management (around 24% for September of this year), the existence of a vital women's studies program, the commitment of funds by the University to an equity program, and a faculty association dedicated to keep the issue alive. That is the real story that got lost in the telling.

Albert J. Mills  
Athabasca University

## Comments? Questions?

The editor invites letters, articles, and suggestions from readers. Letters of more than 300 words will be edited for reasons of space. Write, telephone or fax:

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# Do Tories aim to abandon the arts?

Perrin Beatty, Minister of Communications, recently invited cultural groups to Ottawa to advise him whether any national cultural programmes can be handed to the provinces as part of a constitutional deal. The intention is clear: What can Ottawa devolve to the provinces? the Canada Council, perhaps? the National Film Board? the CBC?

The government is clearly thinking of dismantling the system of support for the creative arts inside and outside the universities that this country has built up over the past 40 years since the report of the Massey Commission in 1951.

Fundamental to the Massey Commission was the idea that support for culture should be a shared responsibility of the federal, provincial and local governments. As recently as four years ago, the Tories accepted this position. Then Minister of Communications Flora MacDonald explained why Ottawa spends public money on authors, poets, art, opera, publishing, sound recording, films, and TV:

"We want our access to the

cultural output of the world around us to be unimpeded. But we want and need a choice which includes our own output, our stories, and our views. This is more than a matter of creative accomplishment. It is also a function of economic viability."

But now Ottawa seems to be preparing to abandon its share of responsibility; support is to be fragmented into 10 different systems. Several consequences are likely. Support for the arts will decrease — it is illusory to suppose that, even if the federal government were to transfer to the provinces all the money it now spends on culture, that the provincial governments would pass it all on to the support of cultural activities; after all, they haven't done that with federal money intended to support post-secondary education, so why should they do it with respect money aimed at supporting culture? Moreover, there will be unequal access to support, since the poorer provinces will be less able to bear the burden that the federal government is contemplating dumping on them. The "economic

viability" of our Canadian culture will be vastly reduced.

Why this volte face on the part of the government? Because it believes two things.

The first belief is that it must devolve responsibility for culture in Quebec to the Quebec government. The Allaire Report recommended that the Federal government withdraw from all support for post-secondary education and research as well as culture. This has become policy of the Quebec Tory Caucus, leading to the recommendation that the Social Sciences and Humanities Research Council be disbanded. The government seems to be taking up this proposal and now adding to it another. In effect it is accepting the recommendation of the report of Roland Arpin prepared for Quebec's Minister for Cultural Affairs, that because of the province's need to promote and protect the distinct culture of its majority, therefore "The federal government must withdraw completely from the cultural field, no matter what the future constitutional status of Quebec."

The second belief is that what the federal government must devolve to Quebec it must devolve to the other provinces.

Now, it may well be that in any future constitutional arrangements, culture will not be a responsibility shared by the federal government in Quebec. It certainly does not follow from this that the federal government must abandon its role in the rest of Canada. We already have different arrangements in some areas between Quebec and the rest of Canada. There is the Canada Pension Plan and the Quebec Pension Plan. There is the Canada Student Loan Plan, which operates outside Quebec, and another plan for Quebec. There is no reason why there should not be similar arrangements in the area of culture.

The alternative is the destruction of the strong system of support for cultural work in the universities and outside them that has been built up over the past 40 years. As the former Ontario Culture Minister Rosario Marchese warned, the dismantling of the support system

by transferring the programmes to the provinces would be nothing short of a "national disaster".

The reasons for a national presence in culture and the arts that were given by the Massey Commission remain sound. So do those given by Flora MacDonald, speaking for the same Tory government that now seems hastily about to reject them. Canadians both inside the university community and outside must recall this government to its senses, and let Joe Clark know, as he searches for acceptable constitutional changes, that we do not want him and his colleagues to dismantle the federal-provincial partnership supporting culture and the arts.



Editorial by Fred Wilson  
CAUT President/Président de l'ACPU

## Les Conservateurs veulent-ils abandonner les arts?

Perrin Beatty, ministre des Communications, a invité récemment à Ottawa des groupes culturels à Ottawa pour le conseiller sur des programmes nationaux culturels qui pourraient être cédés aux provinces dans le cadre d'une entente constitutionnelle. L'intention est on ne peut plus clair: Qu'est-ce que le fédéral peut transmettre aux provinces? Le Conseil des arts peut-être? L'Office national du film? Radio-Canada?

Il ne fait pas de doute que le

gouvernement songe à démanteler le réseau de soutien des arts de création tant à l'intérieur qu'à l'extérieur des universités que le pays a bâti au cours des 40 dernières années depuis le dépôt du rapport de la Commission Massey en 1951.

Il était fondamental pour la Commission Massey que le soutien à la culture relève conjointement des gouvernements fédéral, provinciaux et municipaux. Il y a seulement quatre ans, les

Conservateurs étaient d'accord avec cette position. Flora MacDonald, alors ministre des Communications, a expliqué pourquoi le fédéral versait des deniers publics aux auteurs, aux poètes, aux arts, à l'opéra, à l'édition, à l'enregistrement sonore, aux films et à la télévision:

"Nous voulons que notre accès aux réalisations culturelles du monde qui nous entoure soit libre d'entraves. Mais nous voulons aussi avoir un choix, et nous avons besoin de ce choix, de nos propres réalisations, de nos histoires et de nos points de vue. Il s'agit plus que l'accomplissement d'une création. Il s'agit aussi d'une fonction de la viabilité économique."

Toutefois, le fédéral semble maintenant prêt à abandonner sa part de responsabilité. Il faudra morceler en dix systèmes différents l'aide financière, ce qui peut entraîner plusieurs conséquences possibles. Le soutien aux arts diminuera. De fait, il est illusoire de supposer que même si le gouvernement fédéral transférait aux provinces les crédits qu'il consacre à la culture, les gouvernements provinciaux s'en servent pour soutenir les activités culturelles. Après tout, ils ne l'ont pas fait pour les crédits visant à soutenir l'enseignement postsecondaire, pourquoi le feraient-ils pour les deniers réservés à la culture? Par surcroît, l'accès à cette aide sera inégale puisque les provinces les plus pauvres seront moins aptes à supporter le fardeau que le gouvernement fédéral envisage de leur céder. La «viabilité économique» de notre culture

canadienne sera extrêmement réduite.

Pourquoi le gouvernement fait-il volte-face? Parce qu'il croit deux choses.

La première est qu'il croit qu'il doit déléguer au gouvernement du Québec la responsabilité de la culture au Québec. Le rapport Allaire a recommandé que le gouvernement fédéral se retire de toute l'aide financière consentie à l'enseignement postsecondaire, à la recherche et à la culture. Le caucus québécois des Conservateurs a adopté cette politique, ce qui a entraîné la recommandation de disperser le Conseil de recherches en sciences humaines. Le gouvernement semble retenir cette proposition et lui en ajouter une autre. En fait, il accepte la recommandation du rapport de Roland Arpin, rédigé pour le ministre des Affaires culturelles du Québec, selon laquelle le gouvernement devrait se retirer complètement du domaine culturel quel que soit le futur statut constitutionnel du Québec parce que la province doit promouvoir et protéger la culture distincte de sa majorité.

En deuxième lieu, le gouvernement fédéral croit qu'il doit déléguer aux autres provinces ce qu'il cède au Québec.

Or, il se pourrait fort bien que la culture ne soit pas une responsabilité commune du gouvernement fédéral et du Québec advenant la conclusion d'une entente constitutionnelle. Ce n'est certainement pas pour cette raison que le gouvernement fédéral doive abandonner son rôle dans le reste du Canada. Diverses ententes

existent déjà dans certains secteurs entre le Québec et le reste du Canada, entre autres le Régime de pension du Canada et le Régime de rentes du Québec, le Régime de prêts aux étudiants du Canada, offert hors Québec, et le Régime de prêts et bourses du Québec. Il n'y a aucune raison de ne pas avoir le même genre d'entente dans le domaine de la culture.

En fait, le fédéral vise plutôt à détruire le solide système de soutien aux oeuvres culturelles à l'intérieur et à l'extérieur des universités bâti au cours des 40 dernières années. Le ministre de la Culture de l'Ontario, M. Rosario Marchese, a fait une mise en garde. Il estime que si l'on détruit le système de soutien en transférant les programmes aux provinces, nous ferons ni plus ni moins face à un désastre national.

Les raisons d'une présence nationale dans la culture et dans les arts qu'a formulées la Commission Massey demeurent judicieuses. Il en va de même des déclarations de Flora MacDonald au nom de ce même gouvernement qui semble pressé maintenant de les réécrire. Les Canadiens et les Canadiennes, tant au sein de la collectivité universitaire qu'à l'extérieur, doivent ramener le gouvernement fédéral à la raison et faire savoir à Joe Clark, dans sa quête pour des modifications constitutionnelles acceptables, que nous ne voulons pas que lui et ses collègues détruisent le partenariat fédéral-provincial soutenant la culture et les arts.

## CAUT turns 40

continued from page 1

the inaugural issue of the CAUT Bulletin. He wrote:

*What goes on in Canadian Universities is pretty much up to us. As individuals, we always have the choice of selling our souls or keeping them, and when the kids have no shoes and the going is tough, the temptation is quite real. As a member of a group, however, the more we maintain our integrity, the stronger the group becomes and the greater the probability that its just demands will be met.*

*Thus whether it is a decent salary as against a subsistence wage; a democratic set-up as against an authoritarian one; logical and just rules of tenure as against arbitrary ones...it's really up to us. But it does call for the exercise of intelligence — and group solidarity. Surely we have enough intelligence and enough remaining loyalty to those values which the university represents to say, as a group, "this is the way it is going to be" and to hold fast until it is that way.*

## L'ACPU a 40 ans

L'ACPU fête ses 40 ans de service à la collectivité universitaire. Sa création en 1951 avait pour but d'offrir aux associations locales un centre d'information et, aux universitaires, un organe représentant les questions nationales touchant l'enseignement postsecondaire.

Il est intéressant de remarquer que les problèmes touchant la profession universitaire il y a quarante ans sont assez semblables

à ceux d'aujourd'hui. Le premier Bulletin de l'ACPU, publié en 1943, identifiait des préoccupations comme le financement des universités, le niveau des salaires, la loi de l'impôt sur le revenu et les exemptions, la permanence et les congés sabbatiques. Malgré les grands progrès que nous avons pu faire au fil des ans dans le cas de la permanence et des congés sabbatiques, nous continuons

suite à la page 4

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Dr. Stuart Smith

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## La Commission Smith: un document de réflexion fort décevant

L'ACPU a témoigné en décembre dernier devant la Commission Smith, créée par l'AUC. Au printemps, M. Smith, président de la commission, a distribué un document de réflexion résumant les interventions écrites et orales qu'il avait reçues et donnant quelques indices sur sa réflexion.

Le Comité de direction, en réponse au document, s'est félicité de l'engagement de M. Smith envers l'enseignement au 1er cycle. Mais, dans l'ensemble, le document déçoit. Il semble éviter la question du financement et laisse entendre

qu'il faudrait diminuer les fonds à la recherche pour améliorer l'enseignement au 1er cycle. Le Comité de direction reproche au document certaines dichotomies irréelles et certains oublis. Enfin, il lui reproche également de rapporter, sous le couvert de l'anonymat, le point de vue de hauts fonctionnaires provinciaux sur les universités et les professeurs. L'étude révèle en effet que la plupart des gouvernements provinciaux sont plus enclins à blâmer les victimes du sous-financement que les responsables.

# Smith's Issues Paper largely disappointing

The CAUT appeared before the Smith Commission last December. AUCC created this commission under Dr. Stuart Smith. The main focus has been the undergraduate curriculum. In the spring Dr. Smith circulated an *Issues Paper* which summed up the responses he had received and gave some pointers to his thinking.

CAUT responded to that paper. The Executive noted that it was pleased to see the commitment of Dr. Smith to undergraduate education, his scepticism about the current fad for performance indicators, his concern about the participation of non-traditional students and his view that universities should hire more women as senior administrators. The Executive also thought his views on the relative merits of Canadian and United States universities balanced and sensible.

But overall the CAUT Executive is disappointed in the paper. Dr. Smith seems to have a fixation about avoiding the question of financing. This leads him to hint here and there that improvements in undergraduate education should be funded at the expense of research. If this should be his final conclusion, it would be extraordinary since, when he was President of the Science Council, he incessantly urged the universities to do more practical and applied research.

There is also a vague reference to reallocation. The CAUT Executive thinks that is a 'code phrase' for drastically curtailing departments such as philosophy, history and political science. The Executive expressed the hope that Dr. Smith had not joined the camp of the philistines.

The executive sees the section on women in the university as bland and perhaps over-fearful of the current media hype about 'politically correct' behaviour. Nothing is said about the crisis in

university libraries or about the failure of Ottawa and the provinces to agree on a rational and coherent policy in regard to international students.

The issues paper suggests some unreal dichotomies. It seems to suggest that if students hope to get better jobs by coming to university, they could not be interested in personal intellectual development. Another dichotomy is between teaching and research. For most professors research and scholarly activity inform teaching. The exceptions are always paraded, but the CAUT Executive feels that we should not base policy on the exceptions but rather ensure that the system is supple enough to

accommodate them.

Dr. Smith wants the established tenured faculty to teach more undergraduate courses but presented no practical suggestions as to how this could be done without hiring more faculty in the tenure stream.

He commissioned a study which anonymously reported the views of high-ranking provincial civil servants on universities and faculty. CAUT noted that these are the people who always talk about accountability but evidently do not want to practice it themselves. The study is interesting because it shows that most provincial governments intend to blame the victims for underfunding, not the victimizers.

## L'ACPU a 40 ans

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toujours à nous intéresser à l'amélioration du financement des universités et à l'obtention de niveaux salariaux concurrentiels et de considérations fiscales raisonnables.

À ses débuts, l'ACPU représentait un peu moins de 1 500 membres de 13 associations locales de professeurs. Aujourd'hui, ce nombre s'élève à presque 27 000 dans 58 campus. Au long de ses quarante années d'existence, l'ACPU a élaboré de nombreux énoncés de principes et formulé des positions qui sont devenues la norme dans les universités canadiennes. Elle a contribué à l'action collective qui a permis d'améliorer la condition des professeurs, des bibliothécaires, des chercheurs, des groupes minoritaires et d'autres des universités d'un océan à l'autre.

Le président de l'ACPU, dans le premier numéro du Bulletin de l'ACPU résume en quelque sorte la valeur d'un porte-parole national pour les universitaires:

Ce qui se passe dans les universités canadiennes dépend pas

uniquement de nous. Individuellement, nous avons toujours le choix de vendre notre âme ou de la conserver. La tentation est assez réelle lorsque les enfants n'ont pas de chances et que la vie est dure. En tant que membres d'un groupe, cependant, plus nous unissons notre intérêt, plus le groupe se renforce et plus il est probable que ses justes doléances soient satisfaites.

Donc, que ce soit un salaire décent contre un salaire de subsistance, un établissement démocratique contre un autoritaire; des règles logiques et justes de permanence contre des règles arbitraires, tout cela dépend réellement de nous. L'intelligence et la solidarité collective sont parfois nécessaires. Nous avons certainement assez d'intelligence et nous sommes encore assez loyaux envers ces valeurs que l'université représente pour déclarer collectivement «c'est comme cela que cela va être» et de tenir bon jusqu'à ce que cela soit comme cela doit être.

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## What's in a name? More than meets the eye

By Dr. Susan Jackel  
Member, SWC Committee

In a few short decades the phrase "status of women" has entered our working vocabulary. The term denotes a widespread acknowledgement that women have less social, political, and economic power and privilege relative to men, and, further, that this is a situation that ought somehow to be changed in women's favour until something like balance ("equality") is achieved. But the change should not be too abrupt or upsetting; words like "oppression", "liberation" and "transformation" should be left by responsible academics to the "women's libbers" (old style dismissal) or "radical feminists" (current dismissal epithet). By contrast, "status of women" is now familiar, domesticated, safe.

The power to affix names to the processes and players of change-making has received searching scrutiny over the past decade and a half from linguists, discourse theorists, constructivists and others intrigued by the power/knowledge nexus. "Am I That Name?" asks historian Denise Riley, echoing Desdemona and narrating a history of fluctuating meaning in that seemingly unambiguous work, "women". And what, after all, does "status" mean, except that hierarchy is the invariant condition of modern industrial societies?

The power of naming continues to enter into women's activism on campus. What messages are sent by "women's issues" vs. "status of women"? "equal opportunity" vs. "employment equity"? "positive action" vs. "affirmative action"?

"special measures" vs. "enabling measures"? Is it a progressive or a regressive move to have the Status of Women Advisor/Committee "broadened" into an Office of Human Rights, or an Equity Committee, or a Gender Issues Committee? The name change is never without effects; when the word "women" disappears, there is always the danger that opportunities for women's voices to be heard will disappear along with it.

For the increasing number of women activists on campus who are also involved in feminist scholarship, the concepts and vocabulary of oppression and transformation are no longer alien and excessive. Rather, a consensus is emerging that it is now a question of naming the situation and framing the remedy such that real change

occurs. If the problem is androcentrism or sexism or misogyny, then we should not shrink from using those words, and using them with precision and with confidence that the meaning we give them, and not someone else's attributed meaning, is the one that counts.

It is worth recalling how recent the recognition is of sexual harassment as a form of discrimination against women. Women knew the practice, but until sexual harassment was named and then clothed in conceptual and legal recognition the harassers had the upper hand. We are now evolving the same degree of precision in defining gender harassment, a major part of the "chilly climate" that too many women students and faculty still encounter on Canadian

campuses.

These are some of the issues that CAUT's Status of Women Committee will be examining this year. They will form themes in our upcoming workshop in Ottawa November 1 & 2, 1991 announced in this *Bulletin*, and will be discussed in our annual CAUT *Bulletin* Supplement later in the year. If you share our concerns, please contact us through Mariette Blanchette or Sue Tronice at CAUT or through any member of the Committee.



Dr. Susan Jackel

Le Comité du Statut de la Femme de l'ACPU se penchera sur certaines des questions susmentionnées au cours de l'année. Ces questions formeront d'ailleurs les thèmes de notre prochain atelier, annoncé dans le *Bulletin*, qui aura lieu à Ottawa les 1<sup>er</sup> et 2<sup>e</sup> novembre. Elles feront en outre l'objet de discussions dans notre supplément annuel du *Bulletin* de l'ACPU plus tard cette année. Si vous partagez nos préoccupations, veuillez nous le faire savoir en communiquant avec Mariette Blanchette ou Sue Tronice à l'ACPU, ou par le biais d'un membre du Comité.

## Les mots : quel pouvoir!

Par Dr. Susan Jackel  
Membre, CSF

Depuis quelques décennies, l'expression «statut de la femme» est entrée dans la langue de tous les jours. Elle indique que l'on admet en général que la femme détient moins de pouvoir et de privilèges sociaux, politiques et économiques que l'homme, et qu'il faut redresser la situation afin de parvenir à un certain équilibre (l'égalité, peut-être...). Mais le changement ne devrait pas être trop radical ni trop contrariant. Les universitaires responsables devraient laisser les tenants de la libération des femmes (terme ancien) ou les féministes radicales (expression courante) utiliser des termes tels «oppression», «libération» et «transformation». Par contre, l'expression «statut de la femme» est maintenant familière, adoptée par tous sans conséquence.

Depuis quinze ans, linguistes,

rhétoriciens, constructivistes et autres personnes intriguées par le lien entre le pouvoir et les connaissances étudient minutieusement l'ajout de noms aux processus et aux catalyseurs du changement. «Femme... suis-je vraiment ce mot?», de demander l'historienne Denise Riley, rappelant Desdemona et racontant l'histoire de la signification changeante de ce mot apparemment très clair. Et, après tout, que signifie le terme statut, sinon que la hiérarchie est la condition invariable des sociétés industrielles modernes?

Sur les campus, le pouvoir de nommer fait encore partie de l'activisme féminin. Quels messages véhiculent les termes «questions féminines» par rapport à «statut de la femme», et «égalité d'accès» par rapport à «égalité d'emploi», action positive par rapport à action affirmative?

Qu'en est-il de «mesures spéciales» par rapport à «mesures habilitantes»? Va-t-on en progressant ou en régressant lorsque l'on élargit le Comité du Statut de la femme en Bureau des droits de la personne, en Comité de l'équité ou en Comité sur les questions sexistes? Le changement de nom n'est toutefois pas sans effet; lorsque le mot «femme» est supprimé, il y a toujours le risque que ne s'éteignent également les possibilités pour les femmes de se faire entendre.

Pour le nombre toujours croissant d'activistes féministes qui se spécialisent en études sur les femmes, les concepts et les termes relatifs à l'oppression et à la transformation ne sont plus inconnus ni excessifs. On s'entend plutôt pour dire qu'il faut maintenant désigner la situation et mettre au point une solution catalytique pour que les choses

bougent. Si le problème est l'androcentrisme, le sexisme ou la misogynie, nous ne devrions pas craindre d'utiliser ces termes, de le faire avec précision et en sachant que le sens que nous leur donnons, et non le sens qui leur a été attribué, est le seul qui compte.

N'oublions pas que ce n'est que récemment que l'on a reconnu le harcèlement sexuel comme une forme de discrimination contre les femmes. Les femmes connaissaient cette pratique, mais avant que l'on ait donné un nom au harcèlement sexuel, et qu'on l'ait reconnu sur le plan conceptuel et juridique, c'étaient les harceleurs qui avaient le dessus. Le même degré de précision existe actuellement dans la définition du terme harcèlement sexiste, une partie importante du «climat refroidissant» que trop d'étudiantes et de professeurs rencontrent encore sur les campus canadiens.

## Mount Allison

continued from page 1

financial reasons being cited as cause for the need for academic layoffs.

Under the collective agreement, a Committee had to be formed which was to "examine possible methods of avoiding layoffs including, but not restricted to, leaves of absence, early retirements, transfers, retraining, and the liquidation of assets".

The membership on this Committee consisted of two persons appointed by MAFA, two persons appointed by the employer, and a chair elected by Senate. MAFA appointed Howard Snow from CAUT and Rick McGaw from UNB, the employer appointed its Comptroller, Sharon Macfarlane, and its Director of Personnel, David Stewart. The Chair, elected by Senate, was Elmer Tory, Professor of Mathematics.

Starting April 2, the Tory Committee met several times. It invited and received briefs and suggestions from all sectors of campus. There was a public hearing at which all interested parties could make and discuss submissions and proposals. The Committee reported by the deadline of May 9, putting forward a wide range of measures which can be implemented instead of layoffs.

The report of the Committee was unanimous. It concludes: "To put it in the terms spelled out in the Collective Agreement, we do not regard the layoff of employees as required; nor are they necessary". A motion to accept the report and asking Dr. Brown to halt the

process was passed at the CAUT Council meeting in May.

In spite of this, MAFA was notified on June 17 by Dr. Brown that, in her opinion, *bona fide* financial and *bona fide* academic reasons continued to exist for the layoff of academic staff. At the same time, as required by the Collective Agreement, a special meeting of Senate was held to discuss the question of layoffs and alternatives to layoffs as proposed in the Tory report.

At this meeting, held on June 24, Senate passed a motion, 30 to 2, to adopt the Tory report. A second motion recommending that the President and the Board of Regents cease the layoff process was also carried by a large majority.

On July 1, the new President, Ian Newbould, took office. At the request of Senate he held a special meeting of Senate on July 15, for discussion of the information on which the Board and the Administration had based their decision to continue the layoff process. This information, however, was not provided at this meeting and the President admitted that more information was required and that no proposal had yet been put together showing how to deal with layoffs.

Still another meeting of Senate was scheduled for August 2. At this meeting, the Administration presented a revised statement of the financial situation which set the projected deficit at a considerably higher figure than had been presented to the Ad Hoc Com-

mittee to Avoid Layoffs. They also presented a set of measures which would reduce the increased deficit while avoiding layoffs, as well as scenarios involving layoffs.

The alternatives to layoff proposals submitted by the Administration adopted many, but not all, of the recommendations of the Tory report as well as additional measures to reduce costs or increase revenues. The Administration, thus, demonstrated once again that layoffs of academic staff are neither required nor necessary.

After considerable debate and discussion of the repeated failure of the Administration to estimate accurately its costs and revenues, and the failure to take timely steps to meet anticipated financial problems, Senate adopted a motion requesting that the Administration and the Board of Regents pursue alternatives to layoffs and that they cease the layoff process.

At the time of writing, another meeting of Senate has been called for August 14 to discuss a set of proposals put in the form of motions concerning a restructured academic program and permitting many of the measures included in the Administration's proposal of alternatives to layoffs. The President has not yet, however, stopped the layoffs process.

According to the Collective Agreement, if layoffs are to begin, effective July 1, 1992, tenured employees to be laid-off must be notified by October 1, and others by January 1. Before any such notifications, a number of other steps must be taken. The President has asked the Union to agree to a modification of the period for

notice of layoffs or of the date when layoffs would become effective. The Union Executive has not yet made a final decision on the President's request.

The current financial situation is the result of many years of mismanagement, poor investments, and deficit spending under several administrations. The current President, and the Interim President who preceded him, should have been aware of the situation, should have been able to inform the Union and the Senate at an earlier date of the possibility of layoffs, and are, thus, responsible

for the compressed schedule which now confronts us.

Both the Tory Committee and the Administration itself have proposed alternatives to layoffs that would deal with the financial shortfall. The Union has been cooperative, and will continue to cooperate, in the exploration and implementation of measures which would avoid layoffs. The Union cannot cooperate in facilitating layoffs of academic staff which have not been demonstrated to be necessary and, in fact, have been clearly demonstrated to be unnecessary.

## Mount Allison: des professeurs permanents seront-ils licenciés?

Le présent article relate le déroulement des événements depuis l'annonce des licenciements jusqu'à la tenue d'une réunion du sénat le 14 août. Il semble que l'Université de Mount Allison soit la première université canadienne à prendre des mesures susceptibles d'aboutir au licenciement de professeurs permanents alors que la convention collective est en vigueur.

Le 14 mars, la rectrice intérimaire, Mme Sheila Brown, invoque des procédures de licenciement pour des motifs financiers sérieux et des motifs universitaires sérieux. De cette façon, l'administration espère contourner la convention collective qui ne permet pas le licenciement de permanents pour de seuls motifs universitaires. Un comité spécial est créé dans le but d'examiner des

moyens possibles d'éviter les licenciements. Le 9 mai, le comité dépose son rapport et conclut que les licenciements ne sont pas nécessaires. L'ACPU, à l'assemblée de mai du Conseil, adopte une motion en faveur du rapport demandant à Mme Brown de mettre fin aux licenciements. Le 1er juillet, un nouveau recteur entre en fonction. Le 2 août, l'administration prouve que les licenciements ne sont pas nécessaires. Le sénat, devant l'évidence de l'échec de l'administration à prendre les mesures opportunes pour redresser la situation financière, adopte une motion exigeant de l'administration et du conseil des régents de cesser les licenciements. Au moment de la rédaction de l'article, le sénat devait se réunir le 14 août. Toutefois, le recteur n'a pas encore mis fin au processus de licenciement.



## Government interference threatens bargaining process

By Rick McGaw  
Chairperson, CAUT Collective Bargaining Cooperative

The most startling development in collective bargaining this year has been the direct interference in the bargaining process by the federal and several provincial governments. Wage freezes have been imposed on the universities by the governments of Newfoundland, Nova Scotia, and New Brunswick. Legally negotiated agreements are being overridden by the legislatures. Quebec universities agreed to a voluntary wage freeze before legislation was passed and New Brunswick universities were excluded from the legislation by regulation, after agreeing to a

voluntary freeze.

This is an attack on the right to bargain collectively in the universities as well as an intrusion into the traditional autonomy of the universities from government interference. This is clearly linked to declining funding under EPF and the possible abandoning of the federal role in post secondary education in the next round of constitutional bargaining.

I believe that one of the major reasons why governments have been prepared to renege on universities in wage restraint legislation — despite the harm that it can cause — is that they do not understand the labour market that universities face. For most public

service jobs it is not difficult to recruit candidates from the local market. Even with wage freezes in the public service recruitment for most positions is relatively easy. We, on the other hand, search and recruit from a national and international market. If university salaries in one area fall substantially out of line with the rest of the country it will be difficult to find candidates in those areas. For example, with a two year freeze, university salaries in Nova Scotia may fall some \$6,000 behind the Canadian average.

We must be prepared in the coming years to see negotiations in a broader context. Years of sound negotiating can be vitiated

overnight by legislatures. Faculty unions have always been prepared to take a long term view in negotiations. In those universities where salaries have fallen substantially behind, the faculty has worked to catch up over several years. This responsible approach to bargaining has not been appreciated by governments and as a result they have been prepared to eliminate overnight gains that took years to achieve. We have to begin to look at a negotiating/lobbying continuum. Dealing with the university and the government can no longer be separate events with different goals but must be pursued as an integrated strategy. It is difficult to see the situation improv-

ing substantially in the near future and the cooperation of faculty at all levels is more important than ever before. It is my hope that the Collective Bargaining Cooperative can play an important role in securing the future of the Canadian university system.

**DATE TO REMEMBER:**  
Senior Negotiator's Forum,  
November 15-17, 1991 (Westin Hotel, Ottawa)



Rick McGaw

professeurs à tous les paliers est donc plus importante que jamais. J'espère que la Coopérative de négociation collective pourra jouer un rôle important en aidant à garantir l'avenir du système universitaire canadien.

## L'ingérence gouvernementale menace la négociation collective

Par Rick McGaw  
Président, Coopérative de négociation collective de l'ACPU

L'ingérence directe des gouvernements fédéral et provinciaux dans la négociation collective est sans doute l'événement le plus alarmant survenu dans le domaine de la négociation collective cette année. Les gouvernements de Terre-Neuve, de Nouvelle-Écosse et du Nouveau-Brunswick ont imposé aux universités un gel des salaires. Les assemblées législatives outrepassent des ententes négociées légalement. Les universités du Québec ont accepté un gel volontaire des salaires avant l'adoption d'une loi en ce sens. D'autre part, les universités du Nouveau-Brunswick, après avoir consenti à un gel volontaire, ont été exclues de la loi par un règlement.

Ces mesures sont un affront au droit de négocier collectivement dans les universités et constituent une intrusion dans l'autonomie traditionnelle des universités de la

part des gouvernements. De toute évidence, ces gestes sont liés à la diminution du financement en vertu du FPE et à la possibilité que le fédéral abandonne son rôle dans l'enseignement postsecondaire lors des prochaines négociations constitutionnelles.

Je crois que les gouvernements sont disposés à inclure les universités dans une loi restreignant les salaires, malgré les torts que de telles mesures peuvent causer, principalement parce qu'ils ne comprennent pas le marché du travail auquel les universités font face. En effet, pour la plupart des emplois à la fonction publique, il n'est pas difficile de recruter des candidats localement. Le recrutement pour la plupart des emplois est relativement facile et ce, malgré le gel des salaires dans la fonction publique. Par contre, les universités sélectionnent et recrutent dans un marché national et international. Si les salaires des universitaires dans un domaine sont considérablement inférieurs à ceux

du reste du pays, le recrutement de candidats sera alors difficile. En Nouvelle-Écosse par exemple, où les salaires sont gelés pendant deux ans, les salaires des universitaires risquent d'être de 6 000 \$ inférieurs à la moyenne canadienne.

Au cours des prochaines années, nous devons être prêts à voir les négociations dans un contexte plus large. Du jour au lendemain, des années de négociation peuvent être gâtées par des assemblées législatives. Les syndicats de professeurs ont toujours été disposés à voir à plus long terme en matière de négociations. Là où les salaires sont considérablement inférieurs, les professeurs s'efforcent de rattraper les salaires perdus. Bien souvent, ce «rattrapage» s'étale sur un certain nombre d'années. Les gouvernements n'apprécient pas cette attitude raisonnable vis-à-vis la négociation. Ils sont disposés, en conséquence, à éliminer du jour au lendemain des gains que les professeurs ont pris des années à acquérir.

### COOP ELECTS NEW EXECUTIVE COOPÉRATIVE: ÉLECTION D'UN NOUVEAU COMITÉ DE DIRECTION

The Collective Bargaining Cooperative Board of Directors, met in Ottawa on May 9, and elected the following members to the COOP Executive for 1991-92:

Le Conseil de direction de la Coopérative de négociation collective s'est réuni le 9 mai et a élu les membres suivants au Comité de direction de la Coopérative pour l'année 1991-1992:

R. McGaw (New-Brunswick) Chairperson/président  
D. Woolf (Dalhousie) Treasurer/trésorier  
G.J. DeBenedetti (Mount Allison)  
M. Kubara (Lethbridge)  
E. Zimmermann (Lakehead)  
J. Lorimer (Wilfrid Laurier)  
R. Melchers (Ottawa)

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# CAUT outlines position on Boards of Governors

The Ontario Minister for Universities and Colleges, the Hon. Richard Allen, called this summer for submissions concerning the structure of boards of governors in Ontario universities which, the Minister noted, varied greatly across the province. OCUFA asked CAUT to submit a reply in addition to its own.

The President of CAUT, Professor Fred Wilson, told the Minister that CAUT was conducting a study of university governance and that the issue of boards of governors would be before the September CAUT Council, but CAUT would respond on the basis of existing policy and experience.

Prof. Wilson pointed out that in order to discuss the structure of boards of governors, one had to decide the purpose that boards fulfilled.

In the 1960s CAUT and AUCC had jointly sponsored the Duff/Berdahl Commission which had recommended primacy within the university for a senate on which the elected faculty would be a majority. Boards of governors

should be responsible to the public for overall accountability and for the defence of their institution, particularly when threatened with ill-will or ignorance. It was not their function to meddle in the administration of the university.

## CAUT favoured:

- the nominating by the province of only a minority of the members of the board and adopting appointment mechanisms to avoid patronage appointments;
- changing the social composition of boards by increasing the number of women, representatives of the First Nations and the disabled;
- ensuring that Ontario universities could appoint board members from anywhere in Canada and not just from their locality;
- considering other methods of community liaison so that boards did not grow beyond about 25 members;
- electing representatives of the support staff and the students to the board;
- electing faculty members to the board.

The participation of faculty on

the board arises from their expertise and technical competence in the educational and research functions of the university. The faculty is not simply another interest group. Prof. Wilson pointed out, but are present along with the president in order to convey the nature of academic issues to the members of the board. The faculty

members should be elected by the whole faculty.

Prof. Wilson urged the mandating of rules of openness since secrecy vitiates the usefulness of faculty or other representatives on boards. He recommended the adoption of the CAUT policy on conflict of interest and suggested that the faculty on the board should

not participate in the formulation of the board's collective bargaining strategy. Finally, he reminded the Minister that in Germany, in the private sector, union members sit on corporate boards that negotiate with the local union and noted that Canadian universities were one of the few major employers in Canada to experiment with this model.

## Les conseils d'administration: les grandes lignes de la position de l'ACPU

Le ministre des Universités et Collèges de l'Ontario, l'honorable Richard Allen, a sollicité des mémoires sur la composition des conseils d'administration des universités ontariennes. L'AUCC (OCUFA) a demandé à l'ACPU d'ajouter une intervention à la sienne. Le président de l'ACPU, Fred Wilson, a dit au ministre que l'ACPU se fonderait sur

l'expérience et les politiques existantes puisque sa commission sur la direction des universités ne traiterait de la question des conseils d'administration que lors de l'assemblée de septembre du Conseil. M. Wilson a ensuite rappelé au ministre les conclusions de la Commission Duff/Berdahl et les critères régissant la composition des conseils d'administration que

privilégiait l'ACPU.

M. Wilson a poursuivi en déclarant que la présence de professeurs au sein de ces conseils permet de transmettre les préoccupations de leur groupe. Il a suggéré également que les professeurs siègent à des conseils d'administration ne participant pas à la formation de la stratégie de négociation collective des conseils.

## Constitution

continued from page 1

educational president. Last year President Bush convened a meeting with state governors to announce a series of general principles. However, CAUT President Fred Wilson has noted that in both Canada and the United States there has been no money to back up the talk.

Professor Wilson has also written to Constitutional Affairs Minister Joe Clark stating that CAUT is firmly committed to the view that post-secondary education and research should remain a shared federal-provincial responsibility with an opt-out arrangement for Quebec as desired by its faculty federation. He noted that this latter arrangement is already the case in the area of student aid.

The CAUT President has also written to a number of newspapers pointing out that in the three large-scale democratic federations most like Canada (i.e. the United States, Australia and Germany), the Federal government has greatly increased its presence in post-secondary education and research since the Second World War. These states came to believe that a strong university sector was a key to nation-building and international competitiveness and that without significant federal support, higher education would wither and become parochial.

However, in Canada the Federal government appears ready to march in the opposite direction. Why? Because Quebec demands complete control of higher education, research and culture, and what is given to Quebec, so the Tory ministers think, must be given to all the other provinces.

This will mean ten independently-financed university systems which are supposed to compete with the United States, Germany, and Australia, not to mention the Common Market which has been rapidly developing and funding a series of pan-European post-secondary pro-grams. Professor Wilson suggests that special arrangements for Quebec are a better solution than total decentralization.

During the spring and summer the CAUT has been trying to work out with its local and provincial associations a more comprehensive federal policy on post-secondary education. There appears to be a consensus emerging that CAUT should suggest a range of constitutional possibilities that would be acceptable to the university community.

The CAUT Executive will be recommending to the governing Council in September that it continue to support the reform of Established Programs Financing which it suggested in 1984 and, failing that, a return to the cost-sharing arrangements that existed prior to 1977. It will also be calling for a series of programs funded by the Federal government including student aid, research, assistance to small universities, a new program for aid to university and college libraries, funding of educational

equity programs and of capital projects.

In addition, the Executive will call on Ottawa to maintain federal institutions which are vital to the academic community. Examples of such institutions are those which provide essential services, such as Statistics Canada. Other examples — such as the National Library, the National Archives, the national museums and the Canadian Institute for Scientific and Technical Information — form an integral part of the scholarly and research work of the university community.

British Columbia will be pressing

for an addition to the list. It wants CAUT to support the direct funding of the universities by Ottawa if the provinces and the Federal government cannot agree on a reformed transfer arrangement.

CAUT also hopes that it will be able to work with the unions and federations which represent other employees in the university as well as those who teach in the community colleges. It has also contacted the Canada Council and the Canadian Museums Association to see if we can work out mutually-supportive arrangements.

This fall there will be a vigorous constitutional debate. The CAUT President has said that it is vital for the university community to participate since its funds are directly at risk. The Association of Universities and Colleges of Canada as well as the Canadian Federation of Students are also developing proposals. It is important, Professor Wilson said, that the university community not be drowned out in the constitutional clamour. We have not had as important a debate on higher education in this country since the Massey Commission in the 1950s.

## Constitution

suite de la page 1

principal de 1991-1992, plus une partie des 320 millions de dollars supplémentaires qui seront dépensés au cours des cinq prochaines années.

L'aire québécoise du Parti Conservateur demande une décentralisation massive similaire de la politique culturelle. Elle s'interroge sur la pertinence du Conseil des Arts du Canada (105,8 millions de dollars prévus au budget de 1991-1992) et a recommandé l'abolition du Conseil de recherches en sciences humaines du Canada (97,6 millions de dollars en 1991-1992). D'autres fonctionnaires fédéraux parlent de fermer les galeries d'art et les musées fédéraux. M. Perrin Beatty, ministre des Communications, a demandé à la communauté artistique de lui fournir des conseils sur les activités culturelles fédérales qui devraient être confiées aux provinces.

Il n'est pas aussi facile de deviner ce que les Conservateurs veulent faire dans le domaine des politiques de recherche, hormis l'attaque dirigée contre le Conseil de recherches en sciences humaines du Canada.

Au cœur de tout ce débat sur la décentralisation, on a toutefois entendu une petite voix qui semble aller dans la direction opposée, mais on se trompe sûrement. Dans le discours du Trône qu'il a prononcé le printemps dernier, le gouvernement s'engageait à atteindre certains objectifs en matière d'éducation. Il semble qu'il voulait plutôt imiter le président américain George Bush, qui a dit vouloir être reconnu comme le président ayant mis l'accent sur l'éducation. L'an dernier, M. Bush a réuni tous les gouverneurs d'État

afin de leur faire connaître une série de principes généraux. Cependant, M. Fred Wilson, président de l'ACPU, a noté que, tant au Canada qu'aux États-Unis, aucun montant n'avait été alloué pour appuyer ces belles paroles.

M. Wilson a également écrit à M. Joe Clark, ministre des Affaires constitutionnelles, précisant que l'ACPU croyait fermement que l'enseignement postsecondaire et la recherche devraient demeurer la responsabilité conjointe du gouvernement fédéral et des provinces, et que le Québec devrait pouvoir faire exception à la règle, tel que le désire sa fédération de professeurs. Il a souligné que cette dernière disposition s'appliquait déjà dans le cas de l'aide aux étudiants.

Le président de l'ACPU a également écrit à plusieurs journaux, indiquant que dans les trois fédérations démocratiques importantes ressemblant le plus au Canada, c'est-à-dire les États-Unis, l'Australie et l'Allemagne, le gouvernement fédéral avait intensifié considérablement sa présence dans l'enseignement postsecondaire et dans la recherche depuis la Seconde Guerre mondiale. Ces états en sont venus à croire qu'un secteur universitaire sain était la clé de l'édification d'une nation et de la concurrence internationale, et que, sans appui fédéral important, l'enseignement supérieur s'effriterait et deviendrait un enseignement de clocher.

Cependant, au Canada, le gouvernement fédéral semble prêt à nous faire prendre la direction opposée. Pourquoi? Parce que le Québec exige le contrôle intégral de l'enseignement supérieur, de la recherche et de la culture, et que ce

qui est donné au Québec doit, aux yeux des Conservateurs, être également donné aux autres provinces.

On aura donc dix systèmes universitaires financés de façon indépendante et devant concurrencer avec les États-Unis, l'Allemagne et l'Australie, sans compter la Communauté européenne, qui a rapidement établi et financé une série de programmes postsecondaires à travers l'Europe. Selon M. Wilson, des dispositions spéciales prises pour le Québec constituent une meilleure solution que la décentralisation totale.

Au cours du printemps et de l'été, l'ACPU a tenté d'élaborer avec ses associations locales et provinciales une politique fédérale plus détaillée sur l'enseignement postsecondaire. Les intéressés semblent convenir que l'ACPU devrait mettre de l'avant une gamme de possibilités constitutionnelles acceptables pour la communauté universitaire.

En septembre, le Comité de direction de l'ACPU recommandera au Conseil de continuer d'appuyer la réforme du Financement des programmes établis qu'il a proposée en 1984 et, s'il est impossible de le faire, d'en revenir aux ententes de partage des coûts qui existaient avant 1977. Il demandera également l'établissement d'une série de programmes financés par le gouvernement fédéral et visant notamment l'aide financière, la recherche, l'aide aux petites universités, un nouveau programme d'aide aux bibliothèques universitaires et collégiales, et le financement de programmes d'accès universel et de projets d'importance.

En outre, le Comité de direction demandera à Ottawa de conserver les institutions fédérales d'importance pour la communauté

universitaire. On pensera, entre autres, aux institutions qui fournissent des services indispensables, comme Statistique Canada. On songera également à la Bibliothèque nationale, aux Archives nationales, aux musées nationaux et à l'Institut canadien de l'information scientifique et technique, qui font partie intégrante des œuvres créatives et des travaux de recherche universitaires.

La Colombie-Britannique demandera avec insistance à l'ACPU d'ajouter un élément à sa liste. Elle veut en effet que l'Association appuie l'octroi d'un financement fédéral direct des universités si les provinces et le gouvernement fédéral ne peuvent s'entendre sur une formule modifiée de transfert.

L'ACPU espère également qu'elle sera en mesure de travailler avec les syndicats et les fédérations qui représentent les autres employés d'université ainsi que les professeurs de collèges communautaires. Elle a également communiqué avec le Conseil des arts et l'Association des musées canadiens afin de voir s'ils pourraient travailler ensemble sur des ententes d'aide mutuelles.

On assistera cet automne à un débat constitutionnel acharné. Selon le président de l'ACPU, il est très important que la communauté universitaire y participe, puisque le financement qu'elle obtient est directement visé. L'Association des universités et collèges du Canada ainsi que la Fédération canadienne des étudiants élaborent également des propositions. Selon M. Wilson, il importe que la communauté universitaire participe au débat constitutionnel. Le pays n'a pas connu de tel débat sur l'enseignement supérieur depuis la Commission Massey, dans les années 1950.



# Politique de grandeur sans moyens

Par Michel Vastel

Au moment où Ottawa nourrit des ambitions dans le domaine de l'éducation, et où le premier ministre se montre très actif sur la scène internationale, le ministère des Affaires extérieures coupe dans son Programme de bourses pour les étudiants étrangers.

Le ministère distribue un peu plus de 17 millions \$ en bourses de maîtrise ou de doctorat à des étudiants étrangers. Les pays récipiendaires offrent un nombre identique de bourses à des Canadiens. Si les coupures imposées par le ministre des Finances en mars ont épargné les 10,8 millions \$ destinés à des pays en développement, une réduction de 10 % a été imposée aux pays industrialisés mais pas de façon uniforme: les bourses pour les pays membres du club des plus riches - le Groupe des Sept - ont seulement été réduites, alors que celles destinées à d'autres pays comme l'Autriche, les pays nordiques, l'Espagne, la Belgique, les Pays-Bas ou la Suisse, ont été éliminées. En ce qui concerne la Pologne, la décision est encore plus arbitraire: un modeste programme créé en 1991 a été éliminé à partir de l'année 1992-93!

Ces coupures, de l'ordre de 16 000 \$ par étudiant, sont modestes par rapport au budget de 1,2 milliard \$ du ministère. Mais elles mettent le premier ministre dans l'embarras au moment où il multiplie les tournées internationales et les visites officielles de chefs de gouvernement étrangers à Ottawa. Ainsi, à l'occasion de sa récente visite en Allemagne, il a dû rétablir trois des

sept bourses éliminées en mars. Et cette semaine, la bourse accordée annuellement à un étudiant suédois a été rétablie à la veille de la visite du premier ministre Ingvar Carlsson.

C'est le Conseil international d'études canadiennes - une sorte de fédération regroupant 25 associations d'études canadiennes dans divers pays étrangers - qui administre le Programme d'études canadiennes à l'étranger et le Programme de Bourses du gouvernement du Canada pour les étrangers qui viennent ici. Comme il s'agit de programmes réciproques, le Canada ne se prive pas seulement d'experts étrangers, mais il prive des scientifiques canadiens d'autant de séjours dans des universités étrangères.

«Cela crée des situations plutôt embarrassantes pour le Canada, a expliqué hier le directeur du Conseil, Christian Pouyez: des pays moins riches que le Canada, comme l'Espagne, décident malgré tout de maintenir leurs propres programmes et même, les petits Pays-Bas ont offert de payer à la place du gouvernement canadien!». Aux Affaires extérieures, on confirme qu'il est «génant d'appartenir au Groupe de Sept et de couper des bourses de 16 000 \$».

Personne ne se sent responsable.

On souligne par exemple que Taïwan investit 8 millions \$ par année dans la promotion des études chinoises à l'étranger alors que le Canada investit de trois à quatre millions seulement dans la promotion des études canadiennes. «Une partie du problème vient de l'absence

d'un ministère fédéral de l'éducation: personne ne se sent responsable». Pourtant, ce genre de programme, impliquant des accords internationaux, est de responsabilité fédérale et il est plutôt bien vu de la part des provinces.

A sa sortie d'un tête-à-tête d'une heure avec le premier ministre de Suède, Brian Mulroney a reconnu que de tels programmes d'échanges sont «ralentis à cause de la situation financière intérieure, mais a prétendu que les coupures visent surtout les pays les plus riches».

De tels échanges permettent à des étudiants étrangers, qui deviendront des chefs de file de l'industrie ou de l'administration dans leur pays, rentrent du Canada avec un réseau de contacts et surtout une connaissance de l'expertise canadienne qu'ils peuvent ensuite recommander à leurs propres gouvernements. Le Programme de bourses du Canada était l'un des rares que même le Comité Nielsen - du nom du vice-premier ministre, Eric Nielsen, qui le présidait - avait recommandé d'augmenter. Le gouvernement a plutôt gelé ses fonds et a même commencé à les réduire. Les embarras de ce genre de coupures ont causés à M. Mulroney à deux occasions récentes semblent cependant avoir amené le ministère à reconsidérer sa décision. On se rend compte que le Canada ne peut pas prétendre appartenir aux ligues majeures et se montrer moins intéressé que la Belgique ou la Suède à l'éducation supérieure!

(Reproduit avec la permission du journal Le Droit)

## CAUT joins CPSA to examine governance

CAUT has joined with the Canadian Political Science Association to jointly sponsor a session at the CPSA conference on university governance. This arose because CAUT has created an independent study group on university governance which is currently at work.

The June meeting was chaired by Prof. Dan Soberman of the Faculty of Law at Queen's. Prof. Guy Bourgeault, a member of the study group, spoke of some of the reasons why the previous consensus on university governance was under such stress at the moment.

David Cameron of Dalhousie University gave the most forceful rebuttal to CAUT thinking on university governance, arguing that the faculty had paralyzed decision-making in the university and that the only sensible solution was to

reinvigorate the notion of the board of governors as the ultimate decision-maker in terms of planning and the allocation of scarce resources but not to engage in detailed management. Otherwise he said government departments would continue the process of taking over by earmarking funds.

Prof. Paul Fox, using his experience at the University of Toronto, argued against unicameral government. Prof. Naomi Griffiths of Carleton suggested that university management was too preoccupied with short-term problems and did not manage the university with the notion that they should be encouraging their faculty to look at university teaching as a life-time career.

A good deal of the discussion that followed focused on the alienation of junior faculty and

graduate students. Some speakers suggested that the university failed to send proper signals, or indeed any signals, as to what was expected of them or to induct them into the mysteries of the local university and

its governance. One of the participants argued with David Cameron, suggesting that the proper role of the board of governors was to make suggestions and to give new ideas to the local

university community, not to run the university in the manner he had suggested.

CAUT is considering trying to arrange similar joint events next year at Charlottetown.

## L'ACPU et l'ACSP examinent la direction des universités

L'ACPU et l'Association canadienne de science politique ont organisé conjointement une séance sur la direction des universités lors du congrès des Sociétés savantes, dans la foulée des travaux actuels du groupe d'étude indépendant sur la direction des universités que l'ACPU a créé.

L'un des membres du groupe d'étude, M. Guy Bourgeault, a expliqué pourquoi le consensus obtenu antérieurement sur la direction des universités faisait l'objet de fortes tensions en ce moment. Les intervenants au débat ont fait entendre différents sons de cloche, accusant les professeurs de

paralyser la prise de décision à l'université, proposant de raviver la notion d'instance ultime de décision du conseil d'administration, s'opposant à une direction unicéphale, etc. Le Comité de direction envisage de répéter l'expérience à Charlottetown l'année prochaine.

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## En dernière heure!

Au moment d'aller sous presse, le ministre de la Jeunesse, Pierre Cadieux, a annoncé que le gouvernement fermerait environ 100 centres d'emploi universitaires et collégiaux à titre de restriction budgétaire.

Le président de l'ACPU, Fred Wilson, a envoyé un message par télécopieur au ministre dans lequel il critique le projet. Invoquant le taux élevé de chômage chez les jeunes, il a déclaré que le gouvernement allait finir par dépenser beaucoup d'argent pour économiser quelques sous sur le dos des étudiants.

En mai dernier, le Conseil de l'ACPU a adopté une résolution qui a amené les professeurs à exercer des pressions sur le gouvernement pour l'inviter à maintenir les centres d'emploi pour étudiants.

On peut envoyer sans frais de port des lettres de protestation à l'honorable Pierre Cadieux, ministre d'État à la Jeunesse, Chambre des communes, Ottawa (Ontario), K1A 0A6. Le numéro de téléphone du ministre est le (819) 994-2424 et le numéro de télécopieur est le (819) 997-6505. N'oubliez pas de transmettre une copie de votre lettre à l'ACPU.



# B.C. outlines post-secondary grant increases

By J. Mark Langdon

In mid-May, British Columbia became the last of the ten provinces to announce its 1991/92 budgetary intentions with respect to post-secondary education. The Ministry of Advanced Education, Training and Technology received an 8.3% overall increase over its 1990/91 budget. Operating grants for the province's universities, colleges and institutes were increased by 4.5%. This represents an increase from \$409.3 million to \$427.7 million for the universities while the colleges and institutes will receive \$374.3 million, compared to \$358.2 million in 1990/91.

On June 26, Minister of Advanced Education Peter Dueck announced that the ministry will provide an additional \$7.85 million

for 1,076 full-time student spaces in the post-secondary system. The funding announcement is part of the B.C. government's "Access for All" program which was introduced two years ago as a way to expand opportunities in the post-secondary education system. Its main goal was to make post-secondary education available in a larger number of locations across British Columbia. Overall, funding for the Access Program will move from 69.1 million to 122.8 million, a 77.8% increase. It is interesting to note that three of the province's four degree-granting colleges graduated their first degree candidates in June.

See Budgets in Brief at right for a province by province breakdown of operating grant increases.

## Colombie-Britannique: hausse des subventions à l'enseignement postsecondaire

Par J. Mark Langdon

À la mi-mai, la Colombie-Britannique emboîtait le pas aux neuf autres provinces en présentant le budget qu'elle entendait allouer à l'enseignement postsecondaire en 1991-1992. En vertu de ce budget, les fonds octroyés au ministère de l'Enseignement supérieur, de la Formation et de la Technologie ont augmenté de 8,3 p.100 par rapport à l'année précédente, tandis que les subventions de fonctionnement allouées aux universités, aux collèges et aux instituts ont enregistré une hausse de 4,5 p.100. Au total, les sommes allouées aux universités sont passées de 409,3 millions de dollars à 427,7 millions, tandis que les collèges et les institutions recevront 374,3 millions, comparativement à 358,2 millions en 1990-1991.

Le 26 juin, Peter Dueck, ministre de l'Enseignement supérieur, a annoncé l'octroi de 7,85 millions de dollars supplémentaires en vue de

créer 1076 places pour des étudiants à temps plein dans le réseau postsecondaire. L'annonce d'un tel financement s'inscrivait dans le cadre du programme provincial d'accès universel (*Access for All*), lancé il y a deux ans dans le but d'accroître les possibilités du réseau d'enseignement postsecondaire. L'objectif premier du programme était de dispenser un enseignement postsecondaire dans un plus grand nombre de régions de la province. Dans l'ensemble, les sommes allouées au programme passeront de 69,1 millions de dollars à 122,8 millions, ce qui constitue une hausse de 77,8 p.100. Il est intéressant de souligner que trois des quatre collèges provinciaux conférant des grades ont remis leurs premiers diplômes en juin.

Voir la section intitulée «Aperçu des budgets provinciaux» (ci-contre) afin d'obtenir la ventilation par province des augmentations de subventions.

## Provincial Budgets in Brief

Province	Operating Grant Increase (%) (Approximate)	Comments
Alberta	3.5	- University of Calgary asks seven sectors for a 25% cut - capital budgets are frozen - Minister of Advanced Education permits maximum \$200 per year tuition hike - Faculty association assails provincial government for underfunding
British Columbia	4.5	- funding for "Access Program" will increase by 77.8%
New Brunswick	3.8	- Minister of Finance introduces a salary freeze for university employees - Maritime Provinces Higher Education Commission (M.P.H.E.C.) has suggested a 7.3% hike
Manitoba	1.9	- pay equity allowances bring total increase to 3.3% - 150 full-time positions lost at University of Manitoba - President of University's faculty association describes effects as "devastating"
Newfoundland	0.1	- budget will produce 100 layoffs at Memorial University - Memorial will increase tuition by 15% - public sector wages frozen - head of faculty association links problems to federal funding freeze
Nova Scotia	1.2	- M.P.H.E.C. has suggested a 7% increase - 1990/91 increase was 4.2% - two-year freeze on salaries of university employees
Ontario	7.3	- students criticize Premier and Minister of Colleges and Universities for allowing 8% tuition increase - 7.3% does not include additional funding for affirmative action programs
P.E.I.	4.1	- does not include money for program expansion - U.P.E.I. will increase tuition by 15%
Quebec	4.5	- financial aid to students will increase by 7.6%
Saskatchewan	3.5	- figure does not reflect a freeze on the universities' "enhancement fund"

## Aperçu des budgets provinciaux

Province	Subvention de fonctionnement (%) approx.	Commentaires
Alberta	3.5	- L'Université de Calgary a demandé des coupures de 25 p.100 dans sept secteurs. - Les budgets d'immobilisations sont gelés. - Le ministre de l'Enseignement supérieur fixe à 200 \$ l'augmentation annuelle maximale des droits de scolarité. - L'association des professeurs accuse le gouvernement fédéral de sous-financement.
Colombie-Britannique	4.5	- Le financement du programme d'accès universel ( <i>Access for All</i> ) augmentera de 77,8 p.100.
Nouveau-Brunswick	3.8	- Le ministre des Finances impose un gel des salaires aux employés d'université. - La Commission de l'enseignement supérieur des provinces Maritimes (CESPM) propose une augmentation de 7,3 p.100 des droits de scolarité.
Manitoba	1.9	- Les paiements d'équité salariale portent l'augmentation totale à 3,3 p.100. - 150 postes à temps plein sont supprimés à l'Université du Manitoba. - Le président de l'association des professeurs de l'université qualifie de dévastateurs les effets de cette suppression.
Terre-Neuve	0.1	- Le budget sera à l'origine de 100 mises à pied à l'Université Memorial. - L'Université Memorial augmentera les droits de scolarité de 15 p. 100. - Les salaires du secteur public sont gelés. - La direction de l'association des professeurs établit un lien entre ce problème et le gel du financement fédéral.
Nouvelle-Écosse	1.2	- La CESPM suggère une augmentation de 7 p.100. - Il y a eu une augmentation de 4,2 p.100 en 1990-1991. - Les salaires des employés d'université sont gelés pour une période de deux ans.
Ontario	7.3	- Les étudiants critiquent le premier ministre et le ministre des Collèges et Universités pour avoir autorisé une augmentation de 8 p.100 des droits de scolarité. - L'augmentation de 7,3 p.100 ne comprend pas le financement additionnel alloué aux programmes d'action positive.
Île-du-Prince-Édouard	4.1	- Ne comprend pas les sommes prévues pour l'élargissement des programmes. - L'Université de l'Île-du-Prince-Édouard augmentera les droits de scolarité de 15 p.100.
Québec	4.5	- L'aide financière aux étudiants augmentera de 7,6 p.100.
Saskatchewan	3.5	- L'augmentation de 3,5 p.100 ne reflète pas le gel des «fonds de l'essor» imposé aux universités.

## Prisoner of the Month

Martin Zaire Quispe, an accountancy professor at the private university of Apurimac, Peru, has been reported as "disappeared". According to reports he was detained on Jan. 3, 1991, by members of the army. At the time he was on the road leading from Aymaraes to Abancay, a department of Apurimac.

He was apparently taken to Aymaraes's military base, where, although initially acknowledged, his detention was later denied by the authorities. No further information regarding the circumstances of the reported detention and subsequent "disappearance" of Martin Zaire Quispe is available at present.

In Peru widespread reports of "incommunicado detentions" and "unacknowledged detentions" have been common for eight years. Some of these reports have led to "disappearances", carried out mostly in rural areas, by uniformed members of the security forces.

The security forces often refuse to acknowledge the detentions, many who are detained "disappear" indefinitely; others are released after days or weeks in secret custody during which time they may be subjected to torture. If their detention is acknowledged, it will only be from the date they are transferred from military to police custody.

The continuation, by the armed forces, of not admitting holding prisoners prior to their transfer to the police, is a major contributing factor to the continuing practice of torture and "disappearance".

Please write courteous appeals expressing concern at his reported "disappearance" after detention to: Presidente Alberto Fujimori, Presidente de la Republica, Palacio de Gobierno, Plaza de Armas, Lima 1, Peru.



# Keeping an eye on education initiatives

By Tim Stutt  
CAUT Government Relations Officer

As the Mulroney government entered the second half of its mandate and speculation started about the date of the next election, the Third Session of the 34th Parliament began last May. Improvement of Canada's educational system was the theme of a number of Federal government initiatives taken over the past four months — some of which were "high-profile", while others were "behind-the-scenes". Yet in no case did CAUT follow-up to these initiatives take a "summer holiday"!

## EDUCATION AND THE THRONE SPEECH

The 34th Parliament was launched on May 13 with the announcement of the government's policy priorities in the Throne Speech. One of those priorities was education. In the Throne Speech the government committed itself to increasing the number of high school graduates, cutting the illiteracy rate, increasing the amount of employee training as well as increasing the number of post-secondary graduates in mathematics, science and engineering.

The government also promised to produce a discussion paper about the achievement of these goals under the auspices of Employment Minister Bernard Valcourt. CAUT wrote to Mr. Valcourt in order to encourage the government to demonstrate its goodwill by improving federal funding for post-secondary education and research where it has a shared responsibility with the provinces.

Since then the government has drafted two papers, one on education entitled "Learning Well...Living Well" and the other on economic prosperity. Both are scheduled for official release sometime this month, although draft versions have been in circulation among journalists and other interested parties since July.

## ÉCOLE POLYTECHNIQUE REMEMBRANCE DAY

On June 3 the House of Commons unanimously passed the second reading of a NDP private member's bill which designates December 6 as a national day of remembrance for the women who died at Montreal's École Polytechnique. CAUT has written a letter of congratulations to Bill C-202's author, New Westminster-Burnaby MP Dawn Black.

During the second reading debate there was all-party agreement on the need to examine the causes of violence against women. "Professional organizations such as the Canadian Association of University Teachers are among those who have been spearheading the action," said Quebec City Conservative Suzanne Duplessis. "Our government is presently working with CAUT to set up centres of excellence to promote research on the underlying causes of violence against women."

Following up on an initiative that began during her term as CAUT President, Pamela Smith reports that a Memorandum of Understanding on the Network of Centres of Excellence

on Family Violence and Violence Against Women has been signed and will soon be made public. This report backs a declaration made by Status of Women Minister Mary Collins to the CAUT Council last January that Ottawa will proceed with the project.

## COPYRIGHT LEGISLATION

CAUT met with Communications Minister Perrin Beatty in July to discuss future copyright legislation. The Minister stated that the government intends to incorporate virtually all of CAUT's recommendations for copyright exemptions for academics in a government bill. However, he added that CAUT locals might wish to lobby government MPs to reduce hesitations about introducing copyright legislation to an already-heavy parliamentary schedule for the rest of this year.

The meeting followed closely on the heels of CAUT joining a coalition to press the government to introduce copyright legislation that includes exemptions agreed to when Flora MacDonald was Communications Minister. The other members of this coalition are the Association of Universities and Colleges of Canada, Association of Canadian Community Colleges, Canadian Library Association, Canadian School Boards Association, Canadian Teachers' Federation, Canadian National Institute for the Blind, Association pour l'avancement des sciences et des techniques de documentation and the Canadian Association of Research Libraries.

## NATIVE STUDENT FUNDING

In response to CAUT lobbying, Indian Affairs Minister Tom Siddon wrote in a June 3 letter that funding for aboriginal post-secondary education will increase to \$190 million in 1991-92. "In addition", the Minister wrote, "I have secured from my (ministerial) colleagues a commitment that there will be PSE program increases in future years". It is expected that the increased funding will benefit more than 21,000 university and college students.

The minister's letter followed a commitment made by Prime Minister Mulroney to the First Nations' Congress last April that federal aid to aboriginal students will increase by \$320 million over the next five years. According to Indian Affairs official Harvey McCue, this is all to be new money and will top off a budget of \$149.7 million that had already been budgeted for aboriginal post-secondary education this year.

CAUT has lobbied vigorously on this issue since 1987, particularly when it seemed that the Federal government was trying to avoid its constitutional responsibilities (and thereby reduce its financial expenditures) for aboriginal post-secondary education. CAUT President Fred Wilson has congratulated Mr. Siddon on the funding increases.

## CAMPUS EMPLOYMENT CENTRES

On May 22 Professor Wilson wrote to Youth Minister Pierre Cadieux and Employment Minister Bernard Valcourt

protesting the closure of some of the Canada Employment Centres on Campus (CEC-OC).

"At a time of economic recession when youth unemployment is rising and your government has been struggling to reduce its administrative costs and to increase Canada's economic competitiveness, the decision to close some of the CEC-OCs does not make sense," wrote Professor Wilson. "The CEC-OCs are on the front lines in the fight to defeat youth unemployment and to provide Canadian industries with the trained labour force that they need to improve the country's economic competitiveness."

During its May meeting the CAUT Council adopted a resolution protesting the closure of the student employment centres by the Federal government. To date the centres that are either under review or are scheduled to close are at Memorial, Carleton, Ottawa, Ryerson, McMaster, Laurentian and Calgary.

## SCIENCE COUNCIL STRATEGIC PLAN

In the wake of five-year plans published recently by the three federal research councils and the National Research Council, the Science Council of Canada has completed its own strategic plan for the development of a national vision on science and technology.

Entitled *Science and Technology: The Challenge and the Opportunity*, the plan identifies the Science Council's mission as influencing the "direction of science and technology for Canadian prosperity and well-being". This mission is to be fulfilled by way of three objectives noted as:

- the leading of a "consensus on integrating science and technology into Canadian society";
- the monitoring of the "state of science and technology and its human resource underpinning in relation to national objectives and the international context"; and
- the contribution to the "development of a national science and technology agenda".

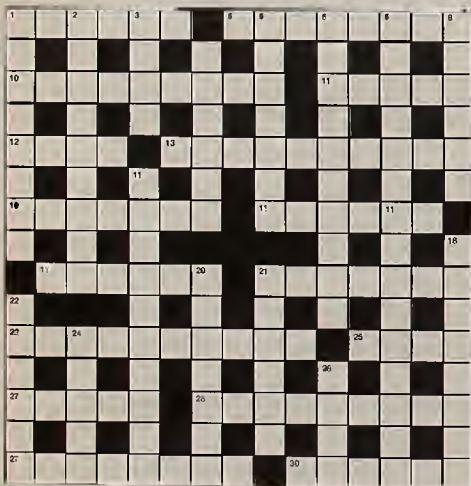
To obtain a copy of the strategic plan write to Ms. Jennifer Howell, Public Affairs Officer, Science Council of Canada, 100 Metcalfe Street, Ottawa, Ontario K1P 5M1. Ms. Howell may also be contacted by telephoning (613) 995-6954.

## UPCOMING LEGISLATIVE BUSINESS

At the time of writing this column (mid-August), Parliament is expected to reconvene on September 16. As noted in the "Universities and the Constitution" article found elsewhere in this *Bulletin*, watch for the government to release its proposals on the constitution by the end of September. Watch also for the third reading and the enactment of Bill C-202 (An Act respecting a national day of remembrance and action on violence against women) by the end of October.

For more information on these or other legislative topics, contact Robert Léger or Tim Stutt (CAUT Government Relations Officers) by telephoning (613) 237-6885.

## Crossword



### ACROSS

1. Drummed as rhythm with space. (6)
4. Where frozen assets are deposited, presumably! (4,4)
10. Priest gets loveless church support in the period before Easter. (9)
11. A backward queen after the French for grub. (5)
12. With 5 down. Amiable kind of rounded goat. (4,7)
13. Shorten or decrease back in act one. (10)

15. Notwithstanding model consideration. (7)
16. Point to queen for bird that eats fish... (6)
19. ...and point in telepathy for another ruler. (5)
21. Step by leading edge driving device. (7)
23. In a way a pill ethic stamps one's interest. (10)
25. With 9 down. Peter's American cousin who sought uncomfortable airborne safety! (4,6)
27. With 28 across. "Let not the royal bed of Denmark be a ---." (Hamlet) (5,3,6)
29. "Odds life! must one - to - truth of a song?" (Matthew Prior: A Better Answer) (5,3)
30. The friar and queen get tired. (6)

### DOWN

1. Put one's money on the fans going into the yard, perhaps. (4,4)
2. A treble's cry of mutual support. (3,3,3)
3. River which ran in Israel before creation. (4)
5. See 12 across.
6. Illiterate? Like hell! (4,6)
7. Open patios in the great rialto. (5)
8. A vase of krypton on a small terrace. (6)
9. See 25 across.
14. Cooking pot which robs chickens... (3,6)
17. ...and a fowl which provides comforting material. (5,4)
18. Judas Iscariot, for example, serving ale inside a dish. (8)
20. Man in reserve for night of drama. (7)
21. Those who strive, perhaps, where victory is right. (6)
22. Speed in the ship to reach places of note. (6)
24. Engaged in certain useful activities. (2,3)
26. Expert takes turn when the carpet is up. (4)



# Les initiatives en matière d'éducation: à surveiller

Par Tim Stutt

Agent des relations avec les gouvernements

Alors que le gouvernement Mulroney entame la deuxième moitié de son mandat et que les spéculations sur la date des prochaines élections vont bon train, la troisième session de la trente-quatrième législature a débuté en mai dernier. Un bon nombre d'initiatives que le gouvernement fédéral avait entreprises au cours des quatre derniers mois portaient sur l'amélioration du système scolaire. Certaines étaient importantes, d'autres étaient moins visibles. Pourtant, dans aucun des cas, l'été n'a servi de prétexte pour l'ACPU de prendre des vacances!

La trente-quatrième législature a été inaugurée le 13 mai lors du discours du Trône où l'on a annoncé les grandes priorités du gouvernement pour l'éducation. Le gouvernement s'est en effet engagé, lors de la lecture du discours du Trône, à accroître le nombre de finissants du secondaire, à réduire le taux d'analphabétisme, à augmenter le nombre de programmes de formation des employés et à hausser le nombre de diplômés du secteur postsecondaire en mathématiques, en sciences et en génie.

Le gouvernement a également promis de publier un document d'étude sur la réalisation de ces objectifs, une responsabilité incombant au ministre de l'Emploi, M. Bernard Valcourt. L'ACPU a écrit à M. Valcourt dans le but d'inviter le gouvernement à prouver qu'il voulait bien améliorer le financement de la recherche et de l'enseignement postsecondaire, domaines de compétence qu'il partage avec les provinces.

Le gouvernement fédéral a depuis rédigé deux documents, l'un sur l'éducation intitulé «Bien apprendre... Bien vivre» et l'autre sur la prospérité économique. Le lancement officiel de ces deux documents est prévu pour septembre même si des versions préliminaires sont en circulation parmi les journalistes et autres parties intéressées depuis juillet.

Tous les partis ont convenu de la nécessité d'examiner les causes de la violence faite aux femmes lors des débats en deuxième lecture. La députée conservatrice de Québec, Mme Suzanne Duplessis, a déclaré: «Des associations professionnelles, comme l'Association canadienne des professeurs d'université, sont parmi les organismes qui dirigent l'action. Notre gouvernement collabore actuellement avec l'ACPU pour créer des centres d'excellence visant à promouvoir la recherche axée sur les causes fondamentales de la violence faite aux femmes.»

Donnant suite à une initiative amorcée pendant son mandat à la présidence de l'ACPU, Pam Smith signale qu'une lettre d'entente sur le réseau de centres d'excellence sur la violence familiale et la violence contre les femmes a été ratifiée et sera bientôt rendue publique. Cette annonce confirme la déclaration de Mme Mary Collins, ministre de la Condition féminine, lors de l'assemblée du Conseil de l'ACPU en mai dernier. Elle avait alors dit que le gouvernement fédéral mettrait le projet de l'avant.

## LA LOI SUR LE DROIT D'AUTEUR

En juillet, l'ACPU a rencontré le ministre des Communications, M. Perrin Beatty, pour discuter de la future loi sur le droit d'auteur. Le ministre a déclaré que le gouvernement avait l'intention d'incorporer pratiquement toutes les recommandations de l'ACPU relatives aux exemptions pour les universitaires dans un projet de loi émanant du gouvernement. Il a ajouté, cependant, que les associations locales de l'ACPU aimeraient peut-être exercer des pressions auprès des députés afin de calmer les hésitations que suscite le dépôt de la loi sur le droit d'auteur alors que le programme parlementaire pour le reste de l'année est déjà chargé.

Immédiatement après cette rencontre, l'ACPU s'est jointe à une coalition ayant pour but d'exhorter le gouvernement à déposer une loi sur le droit d'auteur comprenant les exemptions auxquelles Flora MacDonald avait consenti lorsqu'elle était ministre des Communications. La coalition est composée entre autres de l'Association des universités et collèges du Canada, de l'Association des collèges communautaires du Canada, de l'Association canadienne de bibliothèques, de l'Association canadienne des commissions/conseils scolaires, de la Fédération canadienne des enseignants et enseignants, de l'Institut national canadien pour les aveugles, de l'Association pour l'avancement

des sciences et des techniques de documentation et de l'Association des bibliothèques de recherche du Canada.

## L'AIDE FINANCIÈRE AUX ÉTUDIANTS AUTOCHTONES

Le ministre des Affaires indiennes, M. Tom Siddon, a répondu aux pressions de l'ACPU par une lettre en date du 3 juin dans laquelle il annonçait que le financement de l'éducation postsecondaire des autochtones serait haussé à 190 millions de dollars en 1991-1992. «En outre, a-t-il écrit, j'ai obtenu de mes collègues du ministère un engagement à augmenter les crédits pour le programme au cours des prochaines années.» (Traduction) On s'attend à ce que l'augmentation du financement profite à plus de 21 000 étudiants de collèges et d'universités.

La lettre donnait suite à l'engagement que le premier ministre Mulroney avait pris devant le congrès des Premières nations en avril dernier. Il avait alors promis que le fédéral augmenterait de 320 millions de dollars l'aide aux étudiants autochtones au cours des cinq prochaines années. D'après Harvey McCue, un haut fonctionnaire du ministère des Affaires indiennes, il s'agit de nouveaux crédits qui s'ajoutent au budget de 149,7 millions de dollars déjà prévu cette année pour l'éducation postsecondaire des autochtones.

L'ACPU exerçait de fortes pressions depuis 1987 à ce sujet, en particulier au moment où le gouvernement fédéral semblait vouloir se dérober à ses responsabilités constitutionnelles envers l'éducation postsecondaire des autochtones et, par le fait même, réduire ses dépenses financières. Le président de l'ACPU, Fred Wilson, a félicité M. Siddon pour ces hausses de l'aide financière.

## CENTRES D'EMPLOI SUR LES CAMPUS

Le 22 mai, M. Wilson a écrit au ministre de la Justice, M. Pierre Cadieux, et au ministre de l'Emploi, M. Bernard Valcourt, pour protester contre la fermeture de quelques uns des centres d'emploi du Canada sur les campus.

Dans sa lettre, M. Wilson a déclaré que, lorsque que l'économie est au ralenti, que le taux de chômage chez les jeunes est élevé et que le gouvernement s'efforce de réduire ses frais administratifs et d'augmenter sa compétitivité économique, la décision de fermer certains des centres d'emploi pour étudiants n'a pas de sens. Il a ajouté que les centres d'emploi sont sur la ligne de front pour faire échec au chômage chez les jeunes et pour fournir aux industries canadiennes la main-d'œuvre qualifiée dont elles ont besoin pour améliorer la compétitivité économique du pays.

Lors de son assemblée de mai, le Conseil de l'ACPU a adopté une résolution protestant contre la fermeture de centres d'emploi pour étudiants par le gouvernement fédéral. Les centres d'emploi dont la fermeture est à l'étude ou imminente sont à ce jour ceux de l'Université Memorial, Carleton, d'Ottawa, McMaster, Laurentienne, de Calgary et de l'Institut Ryerson.

## PLAN STRATÉGIQUE DU CONSEIL DES SCIENCES DU CANADA

Le Conseil des sciences du Canada a terminé son plan stratégique visant à élaborer une vision nationale en matière de science et de technologie, dans la foulée des plans quinquennaux rendus publics récemment par les trois conseils de recherche fédéraux et par le Conseil national de recherche.

Intitulé *La science et la technologie: défis et perspectives*, le plan précise la mission du Conseil des sciences qui est «d'exercer une

influence sur l'activité scientifique et technologique afin d'assurer le bien-être et la prospérité des Canadiens». Cette mission sera remplie par la réalisation des trois objectifs suivants:

- Amener un consensus sur l'intégration de la science et de la technologie au sein de la société canadienne;
- Surveiller l'état de la science et de la technologie et les ressources humaines qui s'y consacrent, par rapport aux objectifs nationaux et au contexte international;
- Contribuer à l'élaboration d'un programme national dans le domaine de la science et de la technologie.

Il est possible d'obtenir une copie du plan stratégique en écrivant à Mme Jennifer Howell, responsable des affaires publiques, Conseil des sciences du Canada, 100, rue Metcalfe, Ottawa (Ontario) K1P 5M1. On peut également communiquer avec elle en composant le (613) 995-6954.

## AFFAIRES LÉGISLATIVES À VENIR

Au moment d'écrire la présente chronique, soit la mi-août, la reprise parlementaire est prévue pour le 16 septembre. Comme il est mentionné dans l'article intitulé «Les universités et la constitution» paraissant dans ces pages, le gouvernement devrait faire connaître ses offres constitutionnelles d'ici la fin de septembre. La troisième lecture du projet de loi C-202, la Loi instituant une journée nationale de commémoration et d'activités concernant la violence dirigée contre les femmes, et sa promulgation d'ici la fin d'octobre est un événement également à surveiller.

Pour obtenir des renseignements supplémentaires sur les faits susmentionnés ou sur d'autres dossiers législatifs, communiquer avec Robert Léger ou Tim Stutt, agents des relations avec les gouvernements, au (613) 237-6885.

## JOURNÉE DE COMMÉMORATION DU MASSACRE À L'ÉCOLE POLYTECHNIQUE

Le 3 juin, le projet de loi émanant du NPD, qui institue le 6 décembre une journée nationale de commémoration des femmes tuées à l'École Polytechnique de Montréal, a passé l'étape de la deuxième lecture avec l'accord unanime de la Chambre. L'ACPU a écrit une lettre de félicitations à l'auteur du projet de loi C-202, la députée néo-démocrate de New Westminster, Mme Dawn Black.

## Bibliothèque nationale du Canada

La Bibliothèque nationale du Canada est une institution fédérale située à Ottawa, dont le rôle principal est de rassembler le patrimoine canadien de l'édition, de le conserver et de le mettre à la disposition de tous les Canadiens. La Bibliothèque nationale du Canada possède la collection la plus complète au monde d'ouvrages canadiens constituée de tous les types de publications: livres, périodiques, enregistrements sonores et autres.

En tant qu'institution culturelle d'importance au Canada, la Bibliothèque nationale se doit d'apporter son soutien et de collaborer à l'effort de créativité des Canadiens, de diffuser le savoir et l'information tout en reconnaissant qu'il faut relier le présent, le passé et l'avenir. Les collections de la Bibliothèque, de même que les services spéciaux mis en place pour les mettre en valeur, reflètent les multiples facettes et le multiculturalisme de la mosaïque canadienne.

Pour de plus amples renseignements sur les collections et les services de la Bibliothèque nationale, prière de communiquer avec la: Bibliothèque nationale du Canada, 395, rue Wellington, Ottawa, Canada K1A 0N4.



Bibliothèque nationale du Canada

National Library of Canada

Canada

# JOUER À LA BALLE

**FAITES-LE DONC, POUR VOIR!**



# User Fees: a growing threat to scholarship

By Derek Burton and  
Margaret P.M. Burton  
Memorial University of Newfoundland

The recent introduction of a comprehensive range of user fees at the Ocean Sciences Centre is stimulating debate at Memorial University. It is not unusual for marine laboratories to charge user fees to visiting scientists for a specified period of time. However, in effect the fees at Memorial's OSC are being levied in the case of permanent faculty and other academic staff routinely using the laboratory for their university activities.

Faculty with small research grants, which have been just adequate until now, are left in a particularly difficult position with hard decisions to make about whether students can be offered a place under their supervision.

This policy has disturbing ideological implications conforming with a pattern which is becoming entrenched in North America. Recently European, particularly French, science policy analysts have queried the wisdom of the American style of funding scientific research and university overhead costs. They question whether it is in the interest of

any nation to expect its scientists to play the role of entrepreneur, taking so much valuable time away from the work where their real talents lie.

Perhaps the time has come for Canadian academics to examine the dynamic science policies of countries such as Japan, France, Germany and Sweden, which contrast with

*This policy has disturbing ideological implications conforming with a pattern which is becoming entrenched in North America.*

those of the USA and the UK. The relatively small financial return from user fees will be expensive in terms of the ultimate cost to future Canadian scientific and technological development and is symptomatic of the current myopia characterizing North American and British science policies.

A danger is that by a combination of levying user fees and "manipulating" funding, scientific programmes favoured by

university administrators and governments may become the only ones provided with facilities. Clearly, there is a considerable potential threat to academic freedom. Many types of research could be stifled, particularly those not currently perceived as being applied, patentable or blatantly good for PR. Equally disturbing is whether the use of university libraries and office space could be future targets for similar fees.

The pressure for the introduction of user fees at Memorial's OSC ostensibly originated from an NSERC Committee's insistence on them to cover some of the running costs of the Laboratory. In general it would be interesting to know the real source of the political overtones involving the Federal Government.

We wish to know how general this trend is, and we would welcome information enabling us to evaluate the extent to which user fees of this type are being introduced in Canada. We also welcome suggestions which may assist in formulating a policy for dealing with this problem at local and national levels.

## Les frais d'utilisation menacent de plus en plus la recherche

Par Derek Burton et  
Margaret P.M. Burton  
Université Memorial de Terre-Neuve

L'introduction récente d'une gamme complète de frais d'utilisation à l'Océan Sciences Centre (OSC) suscite de vifs débats à l'Université Memorial. Il n'est pas inhabituel que des laboratoires maritimes imposent des frais d'utilisation à des scientifiques invités pendant une période de temps précise. En réalité, toutefois, l'OSC de l'Université Memorial perçoit des frais dans le cas des professeurs permanents et d'autres universitaires utilisant régulièrement le laboratoire pour les activités universitaires.

Les professeurs disposant d'une modique subventions de recherche, laquelle jusque là avait été suffisante, font face à des décisions particulièrement difficiles à prendre et se demandent si les étudiants peuvent se permettre d'être sous leur direction.

L'imposition de ces frais a des conséquences idéologiques inquiétantes qui se conformeront à une tendance qui s'implante en Amérique du Nord. Des analystes en politique scientifique d'Europe et, notamment, de France, ont récemment mis en doute la sagesse des Américains de financer la recherche scientifique et les frais généraux des universités. Ils se demandent s'il est dans l'intérêt d'un pays

d'espérer que ses scientifiques jouent le rôle d'entrepreneur et gaspillent un temps précieux à faire autre chose que ce que leur commande leur véritable talent.

Il est peut-être temps, maintenant, que les universitaires canadiens étudient les politiques scientifiques dynamiques de pays tels le Japon, la France, l'Allemagne et la Suède, qui contrastent avec celles des États-Unis et du Royaume-Uni.

*L'imposition de ces frais a des conséquences idéologiques inquiétantes qui se conformeront à une tendance qui s'implante en Amérique du Nord.*

Pour l'essor scientifique et technologique futur du Canada, les retombées financières relativement faibles provenant des frais d'utilisation seront coûteuses ultimement. Cette tendance est symptomatique de la myopie actuelle qui caractérise les politiques scientifiques nord-américaines et britanniques.

Il existe cependant un danger. En effet, en percevant des frais d'utilisation et en «manipulant» le financement, les programmes scientifiques qui privilégient les administrateurs

universitaires et les gouvernements peuvent devenir les seuls fournissant l'équipement et les installations. Il ne fait pas de doute que la liberté universitaire peut s'en trouver menacée. Il pourrait être possible alors d'étouffer de nombreux types de recherches, en particulier celles que l'on ne considère pas actuellement comme des recherches appliquées, brevetables ou, d'une manière flagrante, utiles pour les relations publiques. Il est également troublant de se demander si l'usage des bibliothèques universitaires et des locaux pourrait finir par être assujéti à des frais analogues.

Il semble qu'un comité du CRSNG ait insisté pour que l'OSC de l'Université Memorial introduise des frais d'utilisation pour lui permettre d'acquitter une partie des frais d'exploitation du laboratoire. En général, il serait intéressant de connaître la véritable source de ces sous-entendus politiques qui y mêlent le gouvernement fédéral.

Nous aimerions savoir dans quelle mesure cette tendance est étendue en général et nous accueillons avec intérêt les renseignements qui nous permettront d'évaluer l'ampleur de l'imposition de ces frais au Canada. Nous acceptons également des suggestions qui pourraient permettre l'élaboration d'une politique pour composer avec ce problème à l'échelle locale et nationale.

## ANNONCE PRÉ-PUBLICATION

### LE RAPPORT DE LA

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(M. Stuart Smith, Commissaire)

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## CAUT CALENDAR

AF&T	Sep 27-28
SWC	Sep 27-28
Consortium	Oct 2
Defence Fund (Montréal)	Oct 19-20
SWC	Oct 30-31
SWC Workshop	Oct 31-Nov 2
Consortium Briefing	Nov 3
Consortium Lobby	Nov 4-7
Consortium	Nov 6
Senior Negotiators Forum	Nov 15-17
AF&T	Nov 22-23
Librarians	Nov 22-23
Executive	Nov 29-30
Consortium	Dec 4

## CALENDRIER DE L'ACPU

CLUPE	27-28 sept.
CSF	27-28 sept.
Consortium	2 oct.
Caisse de défense (Montréal)	19-20 oct.
CSF	30-31 oct.
Atelier (CSF)	31 oct.-2 nov.
Information-Consortium	3 nov.
Lobby - Consortium	4-7 nov.
Consortium	6 nov.
Colloque des négociateurs d'expérience	15-17 nov.
CLUPE	22-23 nov.
Comité des bibliothécaires	22-23 nov.
Comité de direction	29-30 nov.
Consortium	4 déc.



# La recherche universitaire au Québec: son Bilan et son Avenir

Par Marie LeComte

Le 23 mai 1991, la ministre de l'Enseignement supérieur et de la Science, Mme Lucienne Robillard, et la présidente directrice générale du Fonds pour la formation de chercheurs et l'aide à la recherche (FCAR), Mme Anne Marree, ont procédé au lancement des Actes du colloque sur la recherche universitaire au Québec.

Ce colloque, qui a eu lieu le 9 novembre 1990 à Montréal, rassemblait plus de cent vingt personnalités conviées par la ministre de l'Enseignement supérieur et de la Science dans le but d'échanger sur la situation et l'avenir de la recherche universitaire. La journée comportait deux ateliers, l'un portant sur l'évolution et l'état actuel de la recherche universitaire, et l'autre, sur les défis et les perspectives d'action pour l'avenir.

Les conférencières et conférenciers furent Mme Christiane Querido, présidente du Conseil des Universités (La recherche universitaire au Québec face à des choix décisifs), M. Hubert Curien, ministre de la Recherche et de la Technologie de France (La construction de la communauté scientifique européenne), M. Camille Limoges, professeur à l'Université du Québec à Montréal (Un essai de synthèse de la recherche universitaire au Québec), Mme Lucienne Robillard, ministre de l'Enseignement supérieur et de la Science (La recherche universitaire au Québec: défis et perspectives d'action).

réflexion ont attribué ce progrès, entre autres, aux réformes structurelles du système d'enseignement postsecondaire et à l'essor des universités.

## LES DÉFIS DE L'EXCELLENCE...

Tenir sa place et progresser! Voilà le défi majeur de la recherche québécoise dans les années à venir. À l'heure actuelle, le Québec est responsable de plus de 20 p. 100 de la production scientifique canadienne et de moins de 1 p. 100 de la production mondiale. La survie de la recherche québécoise dépend de notre capacité à intégrer les percées significatives de la recherche mondiale. De l'avis des intervenants, il faudrait, pour y parvenir, miser sur les meilleurs chercheurs partout où ils se trouvent. Il faudrait également rationaliser les ressources, encourager la spécialisation dans des niches d'expertise et promouvoir les collaborations internationales.

Selon les participants au colloque, le plafonnement du financement de la recherche exige également une attention particulière. Comme l'a signalé la Ministre de l'Enseignement supérieur et de la Science, la situation budgétaire n'encourage pas l'État à "beaucoup accroître sa

contribution à l'effort de recherche". Pour les chercheurs qui sont disposés à s'adapter aux restrictions temporaires, il est essentiel de rappeler au gouvernement que la recherche est un investissement à long terme et que tout recul mettrait en péril l'avenir scientifique et technique du Québec.

## L'UNIVERSITÉ ET LES BESOINS DE LA SOCIÉTÉ

Aux yeux des participants, l'université trouve sa vocation première dans la formation d'une main-d'œuvre de qualité. Mais la contribution des chercheurs universitaires aux besoins de la société emprunte aussi d'autres voies. L'une des plus importantes est l'adaptation des connaissances et des techniques aux besoins des entreprises. Les liens université-industrie ont fait l'objet de discussions animées lors de la journée de réflexion. Les universitaires et les entrepreneurs ont reconnu qu'au Québec, les relations université-industrie ne sont pas aussi intenses qu'on le souhaiterait. Il y aurait lieu par exemple d'établir des liens de collaboration et d'échange plus suivis. Il y aurait lieu également de sensibiliser les chercheurs aux soucis de rentabilité des entreprises

et les entreprises aux avantages de la recherche fondamentale et des délais qu'elle exige. Finalement, il faudrait inciter les chercheurs à valoriser les produits de leurs recherches et les entreprises à en reconnaître le potentiel et l'utilité. Les deux parties ont également convenu du besoin de se concerter en vue de la formation de la main-d'œuvre.

En terminant, les participants ont souhaité presque unanimement que les partenaires en viennent à conclure une nouvelle alliance ou, selon les termes de la Ministre, "un nouveau contrat social scientifique". Si la rencontre a permis de créer de nouveaux liens et de dégager des consensus sur les actions possibles, il reste maintenant aux partenaires à prendre la relève pour traduire ces orientations en politiques, en actions et en mécanismes d'intervention appropriés. On voulait faire de la journée de réflexion une étape marquante du progrès de la recherche universitaire québécoise. Si cette relève prenait forme, ce serait l'accomplissement de la rencontre.

(1) La Recherche Universitaire au Québec: son Bilan et son Avenir, 9 novembre 1990.

Actes du colloque et Synthèse des débats, Gouvernement du Québec, FCAR, 1991.

## Conference examines state of research in Quebec

By Marie LeComte

On May 23, 1991 the Minister of Higher Education and Science, Mrs. Lucienne Robillard, and the Chief Executive Officer of the Fonds pour la formation de chercheurs et l'aide à la recherche (FCAR) [Fund for training researchers and assisting research], Mrs. Anne Marree, released the Proceedings of the conference on university research in Quebec.

The conference took place in Montreal on November 9, 1990 bringing together more than 120 individuals at the invitation of the Minister of Higher Education and Science, to exchange views on the present situation and the future of university research. The day's deliberations included two workshops, one concerning the development and current state of university research, and the other concerning the challenges to be faced and prospects for future action.

The speakers were Mrs. Christiane Querido, Chair of the Conseil des Universités (La recherche universitaire au Québec face à des choix décisifs) [University research in Quebec confronting important decisions], Mr. Hubert Curien, the French Minister for Research and Technology, (La construction de la communauté scientifique européenne) [Building the European scientific community], Mr. Camille Limoges, Professor at the University of Quebec at Montreal (Un essai de synthèse de la recherche universitaire au Québec) [University research in Quebec: A preliminary synthesis] and Mrs. Lucienne Robillard, Minister of Higher Education and Science (La recherche universitaire au Québec) [University research in Quebec].

The conference organizing committee presented papers entitled: "Un bilan de la recherche universitaire au Québec (1960-1990)" [University research in

Quebec (1960-1990): A balance sheet] and "La recherche universitaire: défis et perspectives d'action" [University research: challenges and prospects for action].

## UNIVERSITY RESEARCH: A BALANCE SHEET AND A DIAGNOSIS

In the early sixties research in Quebec rested on fragile foundations and lagged well behind the rest of the industrialized world. Over a period of 30 years, however, the efforts of researchers and the principal individuals involved have succeeded in setting up a competitive scientific system in line with the major networks of contemporary science.

Universities in Quebec awarded three times as many Bachelor's degrees in 1988 (25,061) and six times more Master's degrees (4,406) and doctorates (601) in 1991. The funds available for university research increased from \$6.5 million in 1960 to \$331 million in 1988. In the same period, the provincial government's contribution grew from \$97,000 to \$79 million.

The participants in the one-day conference attributed this development to the structural reforms in the system of post-secondary education and the growth in the universities, among other factors.

## THE CHALLENGE OF EXCELLENCE

The major challenge facing research in Quebec in the coming years is to maintain its position while making progress. At the present time Quebec is responsible for more than 20 per cent of Canadian scientific production and more than one per cent of world production. The survival of research in Quebec depends on the

ability to keep pace with the significant breakthroughs made by researchers throughout the world.

The participants felt that, in order to achieve this, it was necessary to support the best researchers, no matter where they might be found. It was also necessary to rationalize resources, encourage specialization in areas of expertise and promote international cooperation.

According to the participants, caps on research funding also required special attention. As the Minister of Higher Education and Science pointed out, the financial situation was such that the government had little room "to increase its contribution to research significantly". Those researchers who were prepared to accept temporary restrictions felt that the government should be reminded that research was a long-term investment and that any retreat would jeopardize the future of science and technology in the province.

## THE UNIVERSITY AND THE NEEDS OF SOCIETY

In the view of participants, the university's primary mission was to train high-quality human resources. However, university researchers could help meet society's needs in other ways. One of the most important of these was the adaptation of knowledge and techniques to the needs of business.

The links between universities and industry were the subject of lively discussion at the conference. Representatives of the universities and of business acknowledged that in Quebec relations between the universities and industry were not always as close as they should be. For example, links should be established to facilitate closer cooperation and exchanges.

Researchers should also be made

aware of business's concern for profitability while business needs to be aware of the benefits of basic research and the time frames involved. Finally, researchers should be urged to exploit the products of their research and business to recognize the potential and usefulness of these products. Both sides also agreed on the need for co-operation in the field of human resources training.

In concluding, the participants were almost unanimous in wishing that the parties involved could form a new alliance or, as the Minister put it, conclude "a new scientific social contract". While the meeting made it possible to create new links

and reach a consensus on possible action, it is now up to the parties involved to translate these approaches into policies, actions and appropriate means of intervention.

It was hoped that the one-day conference would mark an important step in the development of university research in Quebec. If such a spin-off effect occurs, this would be due in no small measure to the meeting.

(1) La Recherche Universitaire au Québec: Son Bilan et son Avenir, 9 novembre 1990 Actes du Colloque et Synthèse des Débats, Gouvernement du Québec, FCAR, 1991.

## The Sarah Shorten Award: Request for Nominations

In October 1990, on the recommendation of the CAUT Status of Women Committee, Council created the Sarah Shorten Award. The purpose of the award is to recognize the remarkable contribution made by Professor Sarah J. Shorten to the advancement of the status of women, CAUT and to the entire Canadian academic community.

The CAUT Status of Women Committee requests nominations for this award. Faculty Associations, Status of Women Committees or any interested party are invited to forward nominations with a description of the reasons why it should be awarded to the person and a curriculum vitae of the potential recipient. The Status of Women Committee would welcome any other relevant information on the candidate.

The deadline for the Sarah Shorten Award is February 15, 1992 but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

If you want more information about what should be included in the candidate's dossier or want to forward your nomination, please contact Mariette Blanchette, Secretary of the CAUT Status of Women Committee, Suite 308, 294 Albert Street, Ottawa, Ontario K1P 6E6.



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Si vous avez des commentaires ou des suggestions sur ces programmes, veuillez communiquer avec Gordon Piché, directeur des services administratifs de l'ACPU, au 1-613-237-6885 (Télécopieur: 1-613-237-2105).

## DES CHIFFRES ET DES LETTRES

### Le compte est bon

Utilisez les six nombres, au plus une fois chacun, pour arriver au total, ou le plus près possible du total. Vous pouvez additionner, soustraire, multiplier ou diviser. UNE MINUTE par problème!

Exemple: 6 5 25 4 50 25 319  
Solution:  $(25 - 50) \times 4 + 25 \cdot 6 = 319$

1.	50	6	8	3	5	7	329
2.	7	7	25	3	2	50	332
3.	10	25	100	7	6	3	960
4.	8	7	8	7	8	7	457

### Le mot le plus long

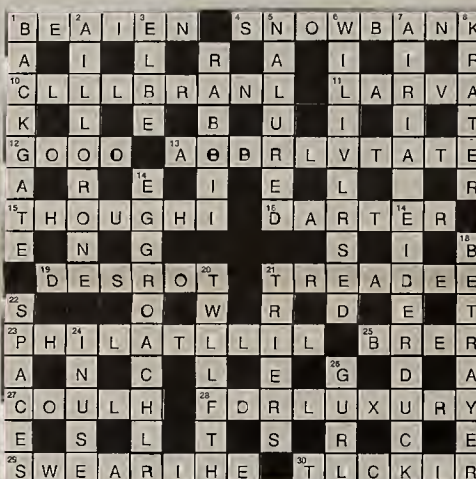
Composez le mot le plus long possible en agencant les six lettres proposées. Les formes du féminin, du pluriel, etc., sont permises. UNE MINUTE par problème.

Exemple: TESEQOPRZ PORTEES (7)

1. D I S E T N I N T
2. R O L S E I M E M
3. T E R I R E C A U
4. Q A G U E V A L E

solutions à la page 15

## Crossword solution



## Going on sabbatical? Check medical coverage

CAUT has been advised that recent or impending changes to several provincial medical plans may impact directly on faculty members planning sabbatical leaves outside of the province or Canada. Difficulties have been reported in Nova Scotia. According to reports, Ontario plans changes to OHIP to take affect October 1.

The Saint Mary's University Faculty Union notified CAUT of a faculty member at that university who was recently denied coverage for a surgical procedure because he had been away from the province for more than 182 days and he had already had a sabbatical leave during which he had been away for more than one year.

As the rules differ from province to province, CAUT would suggest that you do the following if you plan to be temporarily out of province:

1. Contact your human resources department or group administrator for information on group and provincial health coverage.
2. If the group administrator is unable to provide information on provincial coverage, contact your provincial health insurance office to ascertain coverage. If they assure you that you will be covered, be sure to get it in writing.
3. If you are advised that you will not be covered by the provincial medical plan, contact an insurance carrier for private coverage.

CAUT has held meetings with Telfer International Inc., a Montreal based overseas insurance consultant that specializes in private medical insurance plans. Telfer is ready to provide CAUT members with information and prices on overseas medical plans available through them. They can be reached at (514) 284-2002 or by writing to Frank Telfer, Suite 200-59 rue St. Jacques, Montreal, H2Y 1K9.



## CAUT BOOKSHELF/LE COIN DES LIVRES

**J.A. McFarlane and Warren Clements,**  
***The Globe and Mail Style Book,***  
 Info Globe, Toronto, 1991

The new *Globe style book* is clearly meant to be a standard for the anglophone part of the industry. It is the first revision in 15 years and has been heavily advertised.

It has decided to restore certain aspects of traditional Canadian spelling such as the "our" in labour and similar words as well as the use of centre or litre, and it insists on the use of honorifics.

On the other hand it has taken steps towards sensitivity in the use of language particularly in sections on native Canadians and on women and language urging its writers in the latter case to be gender free or gender specific depending on the circumstances.

It is more muddled on the use of French. It does use French accents unlike many anglophone newspapers, but it translates virtually every French word. It would appear that Université de Montréal would be banned although it is hard to see why anyone, however unilingual, would misunderstand.

In typical *Globe* style, it has little or no interest in universities, and for some reason has not noticed that the University of Regina has not been the Regina campus of the University of Saskatchewan for many years. You will, however, have to look it up under W for Wascana. However, it is a well-designed book, easy to use, and includes foreign place names as well as Canadian ones.

**Association of American Medical Colleges,**  
***Guidelines for dealing with faculty***  
***conflicts of commitment and conflicts***  
***of interest in research,***

Washington, D.C., 1990, Pp. 18.

Panic has hit many parts of the American research establishment, particularly in the bio-medical sciences, as a result of a number of well-publicized fraud cases and a very hostile incursion of Congress into the debate on what to do about such cases.

The suggestions by the Association of American Medical Colleges are not very helpful. The booklet tends to statements urging universities to develop policies and procedures to deal with these situations. It does have some useful suggestions in terms of defining conflict of interest in the bio-medical sciences.

What is most striking, however, is that there is scarcely a word about due process or the privacy rights of an individual and his or her family. The world of the Association appears to be peopled by unprincipled professors and wise, impartial and aloof administrators — Plato's guardians perhaps — who will rule on all these matters.

The only appeal mechanism mentioned is one completely composed of university administrators and their legal counsel. Panic, in fact, is the worst possible mood in which to write wise regulations. It is to be hoped that Canadian universities will not follow this model.

**Victor Farias,**  
***Heidegger and Nazism,***  
 Temple University Press, 1989.

By and large the academic community prefers to avert its gaze from the history of those of its members who were willing partners of the Nazis in Germany. Professor Farias' book is an indictment of one of the most famous of them — the celebrated philosopher Martin Heidegger.

Farias argues that Heidegger was a Nazi before Hitler

came to power; that he became rector of the University of Freiburg in 1933 in a Nazi academic coup; that he resigned because Hitler was, in his view, abandoning the pure truths of Nazism; and that he remained a Nazi throughout the Hitlerian period.

He suggests that far from being a good samaritan who protected Jewish scholars, he denounced them. The book has produced a violent storm of academic controversy since it was published, similar to that involving the late literary scholar, Paul de Man.

Two questions arise. Are the allegations true? If they are, is it correct to argue that Heidegger's philosophy was significantly affected by his Nazi politics? Even though the book is poorly organized and woodenly translated, it is nevertheless hard to see how one can any longer see Heidegger as an academic innocent in Nazi Germany.

Until the Heidegger archives are open to all scholars, it will not, however, be possible to know the complete details. The second question is dealt with in the least effective part of the book and will no doubt be argued by philosophers for many years to come.

**Carl Cuneo,**  
***Pay Equity:***  
***The Labour-Feminist Challenge,***  
 By Maureen Kilgour (CAUT Professional Officer)

Carl Cuneo explores the debates and lobbying that took place in the struggle for pay equity legislation, primarily in Ontario. The author identifies issues which were hotly debated in the period leading up to the proclamation of the Ontario Pay Equity Act in 1987. He contrasts positions from both sides of the debate — the business/anti-feminist and the labour/feminist alliances — and shows how the "state" mediated the positions of both sides by incorporating the interests of each into the Pay Equity Act. The work is well-researched, but there are some errors and omissions.

Cuneo has a clear understanding of the main political

forces that shaped the Ontario Pay Equity Act, which he believes to be the "strongest" piece of pay equity legislation (although he provides convincing evidence to the contrary). Despite this assertion, he correctly identifies a number of key flaws in the Act which serve to undermine potential gains for workers in female-dominated jobs, for example, the way in which comparisons are done.

He maintains that the weaknesses and limits of the pay equity legislation are in part the result of the inherent failure of a reformist approach and the subsequent co-opting of the oppositional forces in Ontario (that is, "labourites and feminists").

Cuneo argues that key members of the labour/feminist alliance were co-opted by the Ontario "state", and placed in positions of power. The feminist-activists who become part of the "state" (as chair of the Pay Equity Tribunal, for example) are questioned about their commitment and their convictions.

However, Cuneo is almost forgiving in his assertion that "earning a living can be difficult in the insecure, often voluntary positions within social movements, and the new state bureaucracies do offer some measure of job and income security".

Cuneo would have done well to examine the response of traditional labour to issues like pay equity. There are no doubt situations where labour has not acted or negotiated in the best interests of female workers, and to ignore this is to ignore one of the main dynamics of a patriarchal society.

Cuneo has not analyzed this element of the labour/feminist alliance, nor has he looked at why many pay equity agreements between management and labour end up with very limited results, posing no challenge to the established wage hierarchies.

Cuneo provides an interesting analysis of how well-intentioned policies get watered down as the "state" attempts to appease many sectors, and once having legislated an issue like pay equity, the "state" indeed attempts to limit the impact of the reforms. However, some of his attacks are not fair. In the struggle for social justice, the few feminist-activists who achieve positions of power are not the real problem.

## Commissioners' Reports

**Information Commissioner of Canada.**  
***Annual Report 1990-1991.***

Ottawa: Supply and Services Canada, 1991.

By Tim Stutt (CAUT Government Relations Officer)

Despite the adoption of the Access to Information Act in 1983, the federal government continues to drag its feet in releasing information the public has a legal right to, Canada's Information Commissioner complains in his latest annual report to Parliament.

"Government as an institution is still often dense, at best opaque, rarely transparent," says newly-appointed Information Commissioner John Grace. "The old culture of closeness lingers on... (Yet) to have a chance of knowing what the government is up to requires a right of access to the records and documents which government produces (with taxpayers' money) and which form the basis of government decisions or indecisions."

Academics reading the annual report may conclude that if government secrecy is dangerous for the democratic process, it is absolutely devastating for research. The report states that out of the 10,234 information access requests made to federal government institutions last year, academics accounted for only 2.4% of them — far less than the requests made by business (54.6%), the media (8.4%) and private organizations (6.2%).

**Privacy Commissioner of Canada.**  
***Annual Report 1990-1991.***

Ottawa: Supply and Services Canada, 1991.

By Tim Stutt (CAUT Government Relations Officer)

Privacy Commissioner Bruce Phillips writes in his 1990-1991 report to Parliament that privacy is a "problem intimately bound up with the relationship of the individual to society, and so long as society continues to evolve and change, so too will the problems affecting privacy".

That is why as the public's watchdog over the Federal government's collection and use of personal information, the Commissioner focuses on privacy problems unforeseen just a few years ago. They are found in such diverse fields as AIDS and drug testing, cellular telephones, video surveillance, business data transfers, and genetic testing.

In proposing solutions to these problems, Mr. Phillips states that the "marketplace acting in self-interest in the end may also prove to be at least partly a self-correcting mechanism". Yet he does not hesitate to propose legislative solutions whenever he feels them to be appropriate. It is up to the reader to decide if in walking a very fine line the Commissioner's approach is pragmatic or schizophrenic.

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SOLUTIONS  
 ET DES LETTRES  
 DES CHIFFRES



# THE STATUS OF WOMEN COMMITTEE WORKSHOP

NOVEMBER 1-2, 1991

Reception October 31, 1991

LORD ELGIN HOTEL, OTTAWA, ONTARIO

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**CLIMATE:** dealing with opposition to the inclusive university

A participative examination of current campus climate issues and the development of actions/strategies for response.

**KEYNOTE: "CHANGES IN THE CHILLY CLIMATE FOR BETTER  
AND FOR WORSE"**

Dr. Bernice Sandler, Centre for Women Policy Studies

**Includes Six Working Sessions:**

- Challenges to and strategies for feminism in the classroom
- The Collective bargaining process: Obstacles and opportunities
- What to do when it happens to you: Gender Harassment in the University
- Opposition to the inclusive university: curriculum and the canon
- Harassment: What do legal/quasi-legal options have to offer
- Instituting change and changing institutions: constructing effective action plans for women at your university

**Panel:**

- Action and strategy recommendations

**Who Should Attend?:**

- Members of University/Provincial Status of Women Committees
- Faculty Association Executives
- Policy makers in departments of advanced education
- Equity officers
- Sexual harassment officers
- Human Rights officers
- A positive climate on campus

For more information or a complete program contact your local faculty association or to register contact Ms. Nancy Gordon at the CAUT office (613) 237-6885 Fax (613) 237-2105

## L'ATELIER DU COMITÉ DU STATUT DE LA FEMME

LES 1er ET 2 NOVEMBRE 1991

réception le 31 octobre 1991

HÔTEL LORD ELGIN, OTTAWA, ONTARIO

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**CLIMAT:** concernant l'opposition que suscite la vision féministe de l'Université

Des séances de travail examinant les aspects du climat régnant actuellement dans les universités et élaborant des moyens ou des stratégies pour y remédier

**CONFÉRENCIÈRE: "MODIFIER LE CLIMAT REFROIDISSANT POUR LE MEILLEUR  
ET POUR LE PIRE"**

Mme Bernice Sandler, Centre for Women Policy Studies

**Comprend six séances de travail :**

- Le féminisme dans la salle de cours : défis et stratégies
- La négociation collective : obstacles et opportunités
- Que faire lorsque cela vous arrive : le harcèlement sexiste à l'université
- L'opposition contre la vision féministe de l'université : le programme d'études et l'orthodoxie
- Le harcèlement : qu'offrent les choix juridiques ou quasi juridiques
- Apporter des changements et changer les universités : élaboration de plans d'action efficaces pour les femmes à votre université

**Tribune :**

- Actions et stratégies recommandées

**S'adresse à qui?**

- Aux membres des comités du statut de la femme provinciaux et universitaires
- À la direction des associations de professeur(e)s
- Aux décideur(e)s des ministères de l'enseignement supérieur
- Aux agent(e)s responsables de l'équité
- Aux conseiller(ère)s en harcèlement sexuel
- Aux conseiller(ère)s en droit de la personne
- Aux personnes désirant un climat positif à l'université

Pour obtenir des renseignements supplémentaires ou un programme complet, communiquez avec votre association locale de professeurs. Pour vous inscrire, communiquez avec Mme Nancy Gordon, au secrétariat de l'ACPU, au (613) 237-6885. Télécopieur : (613) 237-2105.



## CAUT/ACPU BULLETIN

SEPTEMBER / SEPTEMBRE - 17



Deen, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada T6G 2R6. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

requirements, priority will be given to candidates with a Ph.D. in Chemistry or related fields. The University of Victoria is committed to an employment equity program. Minorities and women are encouraged to apply. Interested individuals should forward resumes and transcripts to: Dr. J. R. Durkin, Director, Graduate Studies, Box 1800 STN CSC, Victoria, BC V8W 2Y2. Telephone: (604) 721-5052. Fax: (604) 721-5053.

**THE UNIVERSITY OF ALBERTA. Faculty of Business.** Applications are invited for positions in the Faculty of Business. Positions from which teaching and research interests in all fields of business administration are sought. The successful candidate should be at the completion stage of a Ph.D. and have appropriate teaching qualifications. Salaries are competitive. Appointments normally effective July 1st. For consideration, send resume and references to: Dean, Faculty of Business, University of Alberta, Edmonton, Alberta T6G 2G1.

**CARLETON UNIVERSITY. Integrated Analytical Chemist.** The Department of Chemistry invites applications from individuals with a Ph.D. in Chemistry and a track position at the Assistant Professor level. The successful candidate will be a member of an industrial, pure research or academic background, should have a strong research background in analytical research, an enthusiasm for teaching and a demonstrated research record. The successful candidate will be in the Chemistry Department at Carleton University, Ottawa, Ontario K1S 5B6. Graduate instruction and research is conducted in conjunction with the Department of Chemistry, Carleton University, Ottawa, Ontario K1S 5B6. As well, unique opportunities exist for research in the Department of Chemistry. For consideration, send resume and references to: Dean, Faculty of Science, Carleton University, Ottawa, Ontario K1S 5B6.

**moteur** La personne choisie devra poursuivre une recherche active et indépendante et participer aux activités d'enseignement des 1er, 2e et 3e cycles. Quoique les exigences relatives au champ de spécialisation soient flexibles, les candidat(e)s possèdent une expérience dans le domaine de la biologie des plantes, de la microbiologie ou de la toxicologie seront privilégiés. Les personnes intéressées sont priées de soumettre avant le 15 novembre 1991 un curriculum vitae accompagné d'une description de leurs intérêts et d'une liste de trois à cinq recommandations. Toute correspondance doit être adressée à: Dr C. S. Fenwick, 1000-101 Avenue de la Science, Université de Moncton, Moncton, Nouveau Brunswick, Canada E1A 3S9.



SEPTEMBER / SEPTEMBRE - 19



20 - SEPTEMBER / SEPTEMBRE







**THE UNIVERSITY OF WATERLOO**, Department of Chemical Engineering, 100 King Street West, Waterloo, Ontario, Canada N2L 2G1, is seeking Associate Professor levels. The Chemical Engineering Department has 28 full-time faculty members with backgrounds in Chemical Engineering, Analysis and Instrumentation, Process Design, Environmental and Pollution Control, Polymer Science and Engineering, Transport Phenomena, Flow in Pipes and Reactors, and Process Safety. Candidates for positions should have a M.Sc. or Ph.D. degree with a research/research interests in one of the following areas: Chemical Engineering, Mass Transfer, Fluid Mechanics, Heat Transfer, Electrophoretic Engineering, Polymer Engineering, Environmental and Control, Polymer Science and Engineering, Transport Phenomena, Flow in Pipes and Reactors, and Process Safety. Candidates for positions should have a M.Sc. or Ph.D. degree with a research/research interests in one of the following areas: Chemical Engineering, Mass Transfer, Fluid Mechanics, Heat Transfer, Electrophoretic Engineering, Polymer Engineering, Environmental and Control, Polymer Science and Engineering, Transport Phenomena, Flow in Pipes and Reactors, and Process Safety. Successful candidates will have a M.Sc. or Ph.D. degree. The P.E. Engineering qualification is desirable. Applications should also include a curriculum vitae, names and addresses of three referees, and a list of research and research interests, should be sent to the Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 2G1. For more information on immigration requirements, this advertisement is directed in the first instance to the Immigration Department of the Government of Canada. The University encourages applications from qualified women and members of visible minorities, aboriginal peoples, and persons with disabilities.

**UNIVERSITY OF WATERLOO**  
The Department of Electrical & Computer Engineering at the University of Waterloo is seeking candidates for appointments to the following positions: **Assistant Professor** in conductor devices and integrated circuits area. The level of the appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong continuing research program. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors. Candidates should send their resume to: Dr. R.H. MacPhee, Chair, Faculty Search Committee, Department of Electrical & Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian law, preference will be given to Canadian citizens and permanent residents. The University of Waterloo is an equal opportunity employer of qualified women and men, members of visible minorities, native people, and persons with disabilities.

**UNIVERSITY OF WATERLOO.** The Department of Electrical & Computer Engineering is seeking candidates for appointment to tenure track faculty positions. Appointment will be made on a permanent basis. The positions are in the areas of electrical and computer engineering but preferably in the areas of computer systems, computers (especially software systems) and circuits and systems. The candidates should have a Ph.D. and must be able to accept permanent appointments in information technology with preference given to persons with research and teaching experience in communications and microelectronics. The positions are available on the auspices of the Information Technology Research Centre (ITRC). The successful candidate will be commensurate with the qualifications of the candidate. The candidate must be able to accept a permanent appointment to research and teaching. It is the intention of the University of Waterloo to appoint a person with a Ph.D. who should be appointed as Assistant Professor. The successful candidate should send their resume to: Dr. R.H. MacPhee Chair, Faculty Search Committee, Department of Electrical & Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Inquiries may be made by telephone. The requirements, this advertisement is directed to persons who are Canadian citizens or residents. The University of Waterloo encourages applications from qualified persons of all ages, ethnic groups, and minorities, native peoples, and persons with disabilities.

Professor, to begin employment during 1991-1992 period. The department is seeking a full-time faculty member in teaching and research activities which include environmental modelling of environmental systems, systems modelling analysis and design, and intelligent systems. The successful candidate will have a Ph.D. in Engineering and Research interests in one or more of the following areas: (1) modelling and simulation with emphasis in one or more of the following areas: control systems, intelligent systems, modelling and simulation, of systems integration and design; (2) Societal and environmental systems modelling analysis and design in one or more of the following areas: stochastic and statistical modelling and simulation, modelling and simulation, or decision analysis; (3) Environmental Systems Engineering with emphasis in one or more of the following areas: energy and resource systems modelling and analysis, risk and reliability analysis, and policy development. The successful candidate will have experience in engineering applications of intelligent systems. Successful applicants will be expected to teach basic courses in the engineering field and to supervise graduate students at senior level and graduate courses in areas of expertise. Applications with curriculum vitae and names of three referees should be sent to Professor M. Chandrasekar, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance, the advertisement is directed to all qualified persons, including women, minorities, native peoples, and persons with disabilities.

**with disabilities.**

**DEPARTMENT OF REGINA.** Applications are invited for a tenure track position at the assistant professor level in the Electronic Information Systems Engineering program. Applicants should have a background in the areas of Process Control or VLSI. Within the Process Control area, the applications of computer networks and Instrumentation are of particular interest. Candidates should have an undergraduate degree in engineering, and hold a M.Sc. or Ph.D. in Engineering in a closely related field. Industrial experience would be valuable. Duties include undergraduate and graduate teaching, supervision of graduate students, and research. The successful candidate will be expected to participate in Faculty activities in addition to the above areas of specialization, teaching duties and supervising other academic research subjects at the undergraduate level. The Faculty of Engineering at the University of Regina is an equal opportunity employer.

Regina offers programs in three areas: over 300 undergraduate and 40 graduate students. Undergraduate programs are designed to be completed in four years, following a co-operative work-study program. The Electronic Information Systems Engineering program focuses on telecommunications and computer systems within an electronics environment. There is an emphasis on the application of computers and microprocessors. The program is designed for students with qualifications and experience. Effective date: January 1, 1992 or as soon as possible. For more information, please send a detailed resume, including the names and addresses of three referees, to: Dr. R. J. G. Regehr, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian immigration law, all persons applying for admission are directed to Canadian citizens and permanent residents. The University of Regina is committed to diversity. We encourage applications from members of qualified candidates, including women, aboriginal people, visible minorities, and persons with disabilities.

**ENGINEERING  
INGENIERIE**

**ÉCOLE POLYTECHNIQUE.** Le Département de Génie Électrique de l'École Polytechnique de l'Université de Montréal a lancé une campagne de recrutement pour la recherche de candidats pour la maîtrise et le doctorat. Les candidats doivent posséder un baccalauréat en génie électrique (admission). (Ces postes sont offerts de façon permanente et sont soumis à un processus de sélection rigoureux. Les candidats doivent posséder les qualités requises.) Fonctions: Le candidat(e) à ces postes devra définir et superviser la recherche effectuée par les étudiants dans une discipline connexe aux domaines de recherche décrits ci-dessus. Les candidats doivent posséder une expérience de l'enseignement universitaire et/ou une expérience de la supervision de la recherche. Les candidats doivent posséder un dossier de recherche illustrant plusieurs publications au niveau de la recherche de pointe. Les candidats doivent posséder une expérience de la recherche et être en mesure de solliciter des subventions de recherche. Les candidats doivent posséder une expérience de la supervision de la recherche au sein du Conseil de recherches en sciences naturelles et en génie (CRSG). Les personnes choisies pour ces postes devront diriger des projets de thèse de maîtrise et de doctorat. Une expérience est requise en matière de supervision de la recherche. Les candidats doivent posséder une expérience de la conception de dispositifs et de circuits micro-ondes (candidats à la maîtrise) ou une expérience de la conception de circuits micro-ondes et de dispositifs numériques (méthode des moments, méthode spectrale, etc.) les caractéristiques des dispositifs, les interactions onde-matière, les instruments en micro-ondes, les techniques de mesure, le travail de l'établissement des protocoles de recherche, etc.). Les candidats doivent posséder un diplôme de membres de l'Ordre des Ingénieurs du Québec ou d'une autre administration. Une

ty of Victoria is committed to an employment equity program.

**UNIVERSITY OF NEW BRUNSWICK**  
The Department of English of the University of New Brunswick invites applications for a probationary tenure-indefinite position as an Assistant Professor, effective July 1, 1992 and subject to final budgetary approval. Applicants should have a Ph.D. in English, English Language and Literature as their primary area of specialization. Previous experience in teaching and research interest in Chaucer. Interested individuals should ask three referees to write letters of recommendation for themselves forward to the Department of English, University of New Brunswick, P.O. Box 440, Fredericton, NB E3B 5S3. The deadline for applications is May 1, 1992, in accordance with Canadian Immigration requirements, this announcement is open to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to an employment equity program.

the principle of employment equity. Applications from women are encouraged.

**UNIVERSITY OF OTTAWA.** Department of English. Applications are invited for one tenure-track position of the rank of Assistant Professor in British literature, any period from 1550 to 1900 effective July 1, 1992. Deadline November 1, 1991. The Department is looking for well-qualified applicants with a Ph.D. in history or literature. Salary commensurate with experience. Some publications would be desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens.

ad to Canadian citizens and permanent residents of Canada; indication of citizenship or permanent residence is required. Employment agency is a University of Ontario Institute of Technology, Ontario, Canada. Send curriculum vitae and references to: Dr. David Staines, Chair, Department of Chemistry, University of Ontario Institute of Technology, 2000 Simcoe Street North, Oshawa, Ontario, Canada L1H 8K4.

**UNIVERSITY OF CALGARY.** Send curriculum vitae and references to: Department of Chemistry, University of Calgary, Department of Chemistry, 2500 University Drive, Calgary, Alberta T2N 1N4, Canada. Rank position in Canadian Literature or English Literature. The rank of senior Associate or Full Professor is required. A curriculum vitae should have a completed PhD and a publication record in the field of Canadian Literature, preferably in a postcolonial context. Experience as a supervisor of graduate students is also demonstrated. Salary commensurate with qualifications and experience. For consideration, curriculum vitae and requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program. Minorities, women, and persons with qualified candidates, including women and persons with disabilities, are encouraged to apply. Send curriculum vitae, samples of published work, and references to: Dr. J. W. Warkentin, Chair, Department of Chemistry, University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4, Canada.

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**UNIVERSITY OF WATERLOO.** Department of English - Rhetoric, Discourse, and Writing Theory. Applications are invited for a tenure-track position at an open rank; both junior and senior candidates are invited to apply. Applicants must have a Ph.D. with a specialization in

rhetic and writing theory. Background in discourse analysis, linguistics, fiction, and communication theory is desirable. A strong publication record is desirable. Degree requirements: undergraduate, M.A. and Ph.D. completed. In writing, discourse and rhetorical theory and may include related research. Centre for Professional Writing. Salary negotiable. Appointment effective 1 September 1991. Send resume and references to: Gordon Slethaug, Chair, Department of English, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The availability of this position is subject to the approval of the University of Waterloo Canadian Immigration requirements. Advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and visible minorities. Members of visible minorities, native Canadians and persons with disabilities are encouraged to apply.

**NICOLA VALLEY INSTITUTE OF TECHNOLOGY.** In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents: College Prep, English Instructor; Term of Appt: 1 Year; Salary - Commensurate with training and experience; Closing Date: September 15, 1991; Minimum Academic Requirement: 85% or NITEP Grad; 5 years teaching experience with whole language approach to teaching reading; Knowledge of experience of educational curriculum related. Respond to with resume: College, Nicola Valley Institute of Technology, Box 399, Merritt, B.C. V0K 2B0. Fax: (604) 378-5938.

## ENVIRONMENTAL HEALTH

**UNIVERSITY OF ALABAMA, School of Public Health, Environmental Health Program: Research Associate - Environmental Mass Spectrometry.** DuPont Environmental Sciences Institute is seeking a Research Associate to perform trace contaminant analyses for polynuclear aromatic hydrocarbons, polychlorinated biphenyls, polycyclic aromatic hydrocarbons, and other trace contaminants involving special characterization and identification by mass spectrometry, gas chromatography/MS and NMR. Interpretation of complex mass spectra from first principles. The successful candidate must have extensive hands-on experience GC/MS, High resolution MS, FAB/MS, and GC/MS/MS. The position involves cleanup for dioxin and other ultra-trace contaminants in effluents, sediments, and soils. The position involves the collection of natural products. Other requirements include: demonstrated academic excellence, a minimum of 3 years of computer experience using computers using data analysis, graphics chemical structure software and demonstrated ability to write scientific papers. Some demonstrated experience with IR and skill and experience at instruction in the laboratory is a plus. Technical reading comprehension. French is necessary and other languages are a plus. The successful candidate must have an earned doctorate with emphasis on mass spectrometry and/or organic chemistry. Salary: \$32,000 to \$37,000/year depending on experience. Send resume and references to: Dr. S. E. Hudry, 13-103 CEC Sciences Building, University of Alabama, 1000 University Blvd., Tuscaloosa, AL 35489. Sept. 30, 1991. In accordance with the Equal Opportunity Act of 1967, the University of Alabama is committed to the policy of affirmative action. The University encourages applications from all qualified persons, including minorities, women, and disabled persons, on an equal basis.

## ETHICS

**THE WESTMINSTER INSTITUTE FOR ETHICS AND HUMAN SERVICES** is looking for a clinical ethicist to work in local hospitals affiliated with the Institute. Responsibilities will include participating in rounds, organizing and conducting educational programs, teaching ethics committees, and assisting in research and in the development of hospital policies. Candidates should possess experience in ethics in the teaching or clinical settings. Persons with a Ph.D. in philosophy or postgraduate degree in ethics or medicine are preferred. Three year salary review and pension plan are offered annually; pension, health and life insurance benefit package; salary commensurate with qualifications and experience. The Westminster Institute has been founded by the Westminster Institute of Theology, Westminster College, The University of Western Ontario, and hospitals in London, Ontario. The Institute's focus will be on ethics, bioethics and professional ethics, involving medical, nursing, and law and public mental health.

Ontario Cancer Institute/Princess Margaret Hospital is the largest cancer treatment, research and education facility in Canada. Currently, we have the following positions available:

## Haematopathologist

The Pathology Department requires a Academic Haematopathologist. The duties will include supervision of the Diagnostic Haematology Laboratory and Transfusion Service of the hospital, as well as sharing the coverage of the diagnostic pathology of the lymphomas/leukemias. The position involves narrow transplant cases referred to the hospital. The position involves teaching of oncologic pathology and haematopathology, both to undergraduate and residents and fellows who are involved in the training programs at the University of Toronto. Applicants should have specific training and experience in molecular diagnostic techniques and/or other ancillary diagnostic techniques such as immunocytochemistry and flow cytometric/leukocyte phenotyping. The incumbent will be encouraged to develop collaborative research activities with other Ontario Cancer Institute Scientists, and be expected to provide diagnostic and consultative services of high standard in oncologic pathology as related to the haematopoietic and lymphoproliferative systems. Time must also be available for the pursuit of academic endeavours.

Applicants must be licensed to practice in Ontario and possess a Fellowship of the Royal College of Physicians and Surgeons of Canada in the specialty of hematopathology or anatomic pathology. An appropriate University appointment will be arranged subject to approval by the Chairman of the Department of Pathology, University of Toronto, and the Dean of the Faculty of Medicine. Applicants showing evidence of academic activity in the form of publications relevant to haematological malignancies will be given priority.

Please send three letters of reference with your curriculum vitae to the address below.

## Scientist-Molecular Genetics/Oncology

The Department of Pathology also has a vacancy for a Scientist who will develop a diagnostic and applied research program in molecular genetics in relation to oncology. Initially, the post will be for two years and will have a strong emphasis on research. Preference will be given to individuals with previous experience in molecular genetics and a background in medicine and pathology. The successful applicant will be encouraged to work in cooperation with the Haematopathologist and other Oncologic Pathologists in the Department of Pathology, as well as clinical and basic researchers within the Hospital.

Candidates will have a Ph.D., or equivalent degree, with specialty training in molecular genetics. The successful applicant will be expected to develop a vigorous independent research program and participate in on-going studies within the department. Preference will be given to those with wide experience in the study of lymphoma and leukemias.

The salary for this position will be determined by qualifications. An appropriate academic appointment will be arranged subject to approval by the Chairman of the Department of Pathology, University of Toronto, and the Dean of the Faculty of Medicine.

In accordance with Canadian Immigration requirements, this advertisement is directed to qualified candidates who are Canadian citizens and permanent residents.

Interested individuals should send curriculum vitae, to arrive no later than September 30, 1991, to: Dr. D. Benerjee, Chief, Department of Pathology, Ontario Cancer Institute/Princess Margaret Hospital, 500 Sherbourne Street, Toronto, Ontario M4X 1K9.

## ENGL

**UNIVERSITY OF VICTORIA, VICTORIA, BRITISH COLUMBIA.** Department of English is seeking applications for a Department of English intends to make four appointments; three of which will be at the rank of Assistant Professors and one rank as invited in the fields of American Drama, 19th Century British Fiction, and 19th American Poetry and Poetics; the fourth position is for an Associate Professor as invited in the fields of Modern American Fiction, Renaissance, and Commonwealth/Poetry. The successful candidate must have the qualifications, experience, and rank. Letters of application, c/vs including university transcripts, and ten or three references should be sent to: Dr. J. G. Tenny G. Sherwood, Chair, Department of English, University of Victoria, P.O. Box 1800, Victoria, B.C. V8W 2Y2. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada. Applications from other nationalities from other persons. The University

1841-1991

**QUEEN'S UNIVERSITY AT KINGSTON**

DEAN  
SCHOOL OF LAW

The University invites nominations and applications for the position of Dean of the Faculty of Law. The appointment is for a renewable five-year term commencing July 1, 1992. The Dean will be expected to provide strong leadership to a staff of over thirty full-time faculty and more than 450 students. The Dean reports directly to the Principal on the administration of the research and teaching programs of the Faculty.

The successful candidate will have an outstanding research record and have demonstrated excellence in teaching and administration. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities.

Applications and nominations together with the names of three referees should be submitted by October 31, 1991 to:

**David C. Smith**  
Principal and Vice-Chancellor  
Queen's University  
Kingston, Ontario K7L 3N6



SEPTEMBER / SEPTEMBRE - 23











Director of the School of Music. Candidates should hold a doctoral degree and have an established background of musical scholarship and/or performance and/or music education and/or composition. In addition, the Director should have adequate teaching experience and the skills which will enhance faculty development in the areas of teaching, research and/or performance. The Directorship offers opportunity for leadership particularly in the development of the undergraduate and proposed graduate programmes. Salary and rank are negotiable. The closing date for applications is 15 October 1990. Applications should be accompanied by a curriculum vitae and the names of three referees. Applications should be sent to: Dr. Leslie G. Monkman, Chair, Advisory Committee to the Director of the School of Music, Faculty of Arts and Science, Queen's University,

McGill University, 3800 Avenue Laval, Suite 300, Montreal, Quebec H3T 1M2, Canada. Tel: (514) 393-6100. Fax: (514) 393-6101. E-mail: [mcgill@mcgill.ca](mailto:mcgill@mcgill.ca). The University of Toronto, 270 Bloor Street West, Toronto, Ontario M5S 1A5, Canada. Tel: (416) 978-2000. Fax: (416) 978-2001. E-mail: [utoronto@utoronto.ca](mailto:utoronto@utoronto.ca). The University of Alberta, 1-116, 116 St. S.W., Edmonton, Alberta T6N 1H9, Canada. Tel: (780) 492-3800. Fax: (780) 492-3801. E-mail: [ualberta@ualberta.ca](mailto:ualberta@ualberta.ca). The University of British Columbia, 2207 Main Mall, Vancouver, British Columbia V6T 1Z2, Canada. Tel: (604) 681-2000. Fax: (604) 681-2001. E-mail: [ubc@ubc.ca](mailto:ubc@ubc.ca). The University of Saskatchewan, 107 Main Mall, Saskatoon, Saskatchewan S7N 0W0, Canada. Tel: (306) 975-5000. Fax: (306) 975-5001. E-mail: [usask@usask.ca](mailto:usask@usask.ca). The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9, Canada. Tel: (204) 786-2000. Fax: (204) 786-2001. E-mail: [uwinnipeg@uwinnipeg.ca](mailto:uwinnipeg@uwinnipeg.ca). The University of New Brunswick, 100 University Avenue, Fredericton, New Brunswick E3B 6A1, Canada. Tel: (506) 840-2000. Fax: (506) 840-2001. E-mail: [unb@unb.ca](mailto:unb@unb.ca). The University of Northern British Columbia, 4333 Prince George Road, Prince George, British Columbia V2N 2L9, Canada. Tel: (250) 863-2000. Fax: (250) 863-2001. E-mail: [unbc@unbc.ca](mailto:unbc@unbc.ca). The University of Northern Iowa, 2700 University Avenue, Iowa City, Iowa 52242, U.S.A. Tel: (319) 335-2000. Fax: (319) 335-2001. E-mail: [uniowa@uniowa.edu](mailto:uniowa@uniowa.edu). The University of North Carolina, 101 South College Street, Chapel Hill, North Carolina 27514, U.S.A. Tel: (919) 959-2000. Fax: (919) 959-2001. E-mail: [unc@unc.edu](mailto:unc@unc.edu). The University of North Dakota, 1000 University Avenue, Grand Forks, North Dakota 58202, U.S.A. Tel: (701) 785-2000. Fax: (701) 785-2001. E-mail: [und@und.edu](mailto:und@und.edu). The University of Oklahoma, 100 University Avenue, Norman, Oklahoma 73069, U.S.A. Tel: (405) 325-2000. Fax: (405) 325-2001. E-mail: [ou@ou.edu](mailto:ou@ou.edu). The University of Oregon, 1220 University Avenue, Eugene, Oregon 97403, U.S.A. Tel: (503) 343-2000. Fax: (503) 343-2001. E-mail: [uoregon@uoregon.edu](mailto:uoregon@uoregon.edu). The University of South Carolina, 100 University Avenue, Columbia, South Carolina 29208, U.S.A. Tel: (803) 792-2000. Fax: (803) 792-2001. E-mail: [usc@usc.edu](mailto:usc@usc.edu). The University of South Florida, 100 University Avenue, Tampa, Florida 33620, U.S.A. Tel: (813) 974-2000. Fax: (813) 974-2001. E-mail: [usf@usf.edu](mailto:usf@usf.edu). The University of Tennessee, 100 University Avenue, Knoxville, Tennessee 37996, U.S.A. Tel: (615) 974-2000. Fax: (615) 974-2001. E-mail: [utk@utk.edu](mailto:utk@utk.edu). The University of Texas, 100 University Avenue, Austin, Texas 78712, U.S.A. Tel: (512) 475-2000. Fax: (512) 475-2001. E-mail: [utexas@utexas.edu](mailto:utexas@utexas.edu). The University of Virginia, 100 University Avenue, Charlottesville, Virginia 22904, U.S.A. Tel: (804) 924-2000. Fax: (804) 924-2001. E-mail: [uvirginia@uvirginia.edu](mailto:uvirginia@uvirginia.edu). The University of Wisconsin, 100 University Avenue, Madison, Wisconsin 53706, U.S.A. Tel: (608) 263-2000. Fax: (608) 263-2001. E-mail: [uwisconsin@uwisconsin.edu](mailto:uwisconsin@uwisconsin.edu). The University of Wyoming, 100 University Avenue, Laramie, Wyoming 82071, U.S.A. Tel: (307) 766-2000. Fax: (307) 766-2001. E-mail: [uwyo@uwyo.edu](mailto:uwyo@uwyo.edu). The University of Alberta, 107 Main Mall, Saskatoon, Saskatchewan S7N 0W0, Canada. Tel: (306) 975-5000. Fax: (306) 975-5001. E-mail: [ualberta@ualberta.ca](mailto:ualberta@ualberta.ca). The University of British Columbia, 2207 Main Mall, Vancouver, British Columbia V6T 1Z2, Canada. Tel: (604) 681-2000. Fax: (604) 681-2001. E-mail: [ubc@ubc.ca](mailto:ubc@ubc.ca). The University of Northern British Columbia, 4333 Prince George Road, Prince George, British Columbia V2N 2L9, Canada. Tel: (250) 863-2000. Fax: (250) 863-2001. E-mail: [unbc@unbc.ca](mailto:unbc@unbc.ca). The University of Northern Iowa, 2700 University Avenue, Iowa City, Iowa 52242, U.S.A. Tel: (319) 335-2000. Fax: (319) 335-2001. E-mail: [uniowa@uniowa.edu](mailto:uniowa@uniowa.edu). The University of North Carolina, 101 South College Street, Chapel Hill, North Carolina 27514, U.S.A. Tel: (919) 959-2000. Fax: (919) 959-2001. E-mail: [unc@unc.edu](mailto:unc@unc.edu). The University of North Dakota, 1000 University Avenue, Grand Forks, North Dakota 58202, U.S.A. Tel: (701) 785-2000. Fax: (701) 785-2001. E-mail: [und@und.edu](mailto:und@und.edu). The University of Oklahoma, 100 University Avenue, Norman, Oklahoma 73069, U.S.A. Tel: (405) 325-2000. Fax: (405) 325-2001. E-mail: [ou@ou.edu](mailto:ou@ou.edu). The University of Oregon, 1220 University Avenue, Eugene, Oregon 97403, U.S.A. Tel: (503) 343-2000. Fax: (503) 343-2001. E-mail: [uoregon@uoregon.edu](mailto:uoregon@uoregon.edu). The University of South Carolina, 100 University Avenue, Columbia, South Carolina 29208, U.S.A. Tel: (803) 792-2000. Fax: (803) 792-2001. E-mail: [usc@usc.edu](mailto:usc@usc.edu). The University of South Florida, 100 University Avenue, Tampa, Florida 33620, U.S.A. Tel: (813) 974-2000. Fax: (813) 974-2001. E-mail: [usf@usf.edu](mailto:usf@usf.edu). The University of Tennessee, 100 University Avenue, Knoxville, Tennessee 37996, U.S.A. Tel: (615) 974-2000. Fax: (615) 974-2001. E-mail: [utk@utk.edu](mailto:utk@utk.edu). The University of Texas, 100 University Avenue, Austin, Texas 78712, U.S.A. Tel: (512) 475-2000. Fax: (512) 475-2001. E-mail: [utexas@utexas.edu](mailto:utexas@utexas.edu). The University of Virginia, 100 University Avenue, Charlottesville, Virginia 22904, U.S.A. Tel: (804) 924-2000. Fax: (804) 924-2001. E-mail: [uvirginia@uvirginia.edu](mailto:uvirginia@uvirginia.edu). The University of Wisconsin, 100 University Avenue, Madison, Wisconsin 53706, U.S.A. Tel: (608) 263-2000. Fax: (608) 263-2001. E-mail: [uwisconsin@uwisconsin.edu](mailto:uwisconsin@uwisconsin.edu). The University of Wyoming, 100 University Avenue, Laramie, Wyoming 82071, U.S.A. Tel: (307) 766-2000. Fax: (307) 766-2001. E-mail: [uwyo@uwyo.edu](mailto:uwyo@uwyo.edu).







ment of Orthopedics. A productive background in grant applications and teaching would be expected, as well as strong executive interpersonal skills, experience and success in collaboration with industry, particularly with respect to the development and evaluation of new surgical devices, would be considered an asset. The candidate must have a Doctorate in engineering, preferably in biomedical engineering, and have the academic credentials to qualify for a dual appointment in the Faculty of Medicine (Orthopedics) and the Faculty of Applied Science. This tenure track position will be at the rank of Associate Professor and will be commensurate with experience and qualifications. In accordance with the University's immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University encourages qualified women and minority applicants. Starting date will be November 1, 1991. Please apply to: Dr. R.W. McGraw, Professor and Chair, Department of Orthopedics, University of British Columbia, 3rd Floor, 310 West 10th Avenue, Vancouver, BC V6Z 4E5.

## PACIFIC & ASIAN STUDIES

**UNIVERSITY OF VICTORIA:** The Department of Pacific and Asian Studies is seeking a full-time tenure track appointment in Modern Southeast Asian Studies at the rank of Assistant Professor. The appointment will begin on July 1, 1992. The successful candidate should have completed the Ph.D. with a working knowledge of a Southeast Asian language, and have a demonstrated capacity for teaching and research in such areas as politics, social structure, gender relations, state and community, and industrialization. The successful candidate should have a high level of proficiency in the English language. The University has a strong interdisciplinary focus on the Pacific and Asian region. Teaching duties will include

both introductory and specialized courses in the area of Southeast Asian Studies, undergraduate and MA students. Applications including vitae and three letters of reference should be sent to J.B. Moore, Chair, Southeast Asian Studies Section, 3000 University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4. The deadline for applications is October 30, 1991. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to the Federal Government's Employment Equity Program and encourages applications from all qualified individuals. In accordance with the University's immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University encourages qualified women and minority applicants. Starting date will be November 1, 1991. Please apply to: Dr. R.W. McGraw, Professor and Chair, Department of Orthopedics, University of British Columbia, 3rd Floor, 310 West 10th Avenue, Vancouver, BC V6Z 4E5.

**UNIVERSITY OF VICTORIA:** The Department of Pacific and Asian Studies is seeking a full-time tenure track appointment in Southeast Asian language and literature at the rank of Assistant Professor. The appointment will begin on July 1, 1992. The successful candidate will teach a Southeast Asian language at the introductory and intermediate levels, a course in Southeast Asian culture and society, and a course in Southeast Asian literature. Applicants should ideally have a Ph.D. in Southeast Asian literature and have native or near-native fluency in a Southeast Asian language. Clear promise of excellence in teaching and research is a must, as is a significant contribution to the field. The successful candidate should have a high level of proficiency in the English language. The University has a strong interdisciplinary focus on the Pacific and Asian region. Teaching duties will include

both introductory and specialized courses in the area of Southeast Asian Studies, undergraduate and MA students. Applications including vitae and three letters of reference should be sent to J.B. Moore, Chair, Southeast Asian Studies Section, 3000 University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4. The deadline for applications is October 30, 1991. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to the Federal Government's Employment Equity Program and encourages applications from all qualified individuals. In accordance with the University's immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University encourages qualified women and minority applicants. Starting date will be November 1, 1991. Please apply to: Dr. R.W. McGraw, Professor and Chair, Department of Orthopedics, University of British Columbia, 3rd Floor, 310 West 10th Avenue, Vancouver, BC V6Z 4E5.

**PATHOLOGY**  
**McMASTER UNIVERSITY:** Applications are invited for an Assistant Professor in the Department of Pathology, at McMaster University. We are seeking a highly qualified scientist in the specific area of membrane ion channels in mast cells. Outstanding candidates will have: (i) Experience in the patch-clamp technique for electrophysiological studies; (ii) Teaching ability in the use of the patch-clamp technique and relevant computer programs; (iii) The ability to develop and supervise research projects; (iv) A strong background in cell physiology and membrane biophysics. The position will be for 12 months in the first instance, with the possibility of renewal. Salary will be commensurate with qualifications and experience. Apply with curriculum vitae and brief statement of current research and future plans, as well as the names and addresses of three referees, to: Dr. J. G. McDonald, Chair, Department of Pathology, McMaster University, Faculty of Health Sciences, 1200 Main Street West, Hamilton, ON L8N 3Z5. Deadline for applications is September 30, 1991. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University encourages qualified women and minority applicants. Starting date will be November 1, 1991. Please apply to: Dr. R.W. McGraw, Professor and Chair, Department of Orthopedics, University of British Columbia, 3rd Floor, 310 West 10th Avenue, Vancouver, BC V6Z 4E5.

## PEDIATRICS

**THE UNIVERSITY OF BRITISH COLUMBIA:** Teaching Fellow - The Department of Pediatrics, University of British Columbia, is seeking a full-time teaching fellow commencing July 1, 1992. Duties include assisting undergraduate program directors in their teaching responsibilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of British Columbia encourages applications from all qualified individuals. Please send curriculum vitae to: Dr. Jean L. Macdonald, Department of Pediatrics, Children's Hospital, 4480 Oak Street, Vancouver, BC V6H 3V4.

## PHARMACOLOGY

**UNIVERSITY OF ALBERTA:** Department of Pharmacology. Applications are invited for the position of Associate Professor in the Department of Pharmacology at the University of Alberta. The successful candidate will join an ongoing project concerned with the development of fluorescent nucleotide analogs as site-specific probes for the 'on-off' nucleotide transport system in mammalian cells. Applicants should have a Ph.D. in medicinal chemistry, at least two (2) years post-doctoral experience in nucleotide chemistry, and be experienced in fluorescence spectroscopy and HPLC methods of purification. Experience with cell culture and biochemical pharmacological/biochemical experimentation will be important. Candidates should also have a working knowledge of computer and some experience of fluorescence microscopy. The position is available immediately with a salary of \$25,000-\$28,000 per annum. Send resume and three letters of reference to: Dr. P. Patterson, Department of Pharmacology, 9-70 Medical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G4.

## DIRECTOR - BEHAVIOURAL RESEARCH PROGRAMME

The National Cancer Institute of Canada is seeking an experienced investigator to coordinate, stimulate and, in part, conduct a new initiative in behavioural research and programme evaluation. The mandate of the research programme is to address the needs of the Canadian Cancer Society in priority areas, creation of a network of collaborating centres throughout Canada and contributing to evaluation of programmes conducted at various levels within the Canadian Cancer Society. It is expected that the Director will have an outstanding track record in a related area of research and will be capable of developing a research programme that meets the needs of the Canadian Cancer Society. The position is a full-time position with a salary commensurate with qualifications and experience. The National Cancer Institute of Canada is an equal opportunity employer. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications should be submitted to:

Executive Director  
National Cancer Institute of Canada  
100 Avenue Road  
Suite 200  
Toronto, Ontario  
M4V 3E1

## Laurentian University Université Laurentienne

### DEAN OF THE FACULTY OF SOCIAL SCIENCES

Laurentian University seeks application and nomination for the position of Dean of the Faculty of Social Sciences to take office July 1, 1992, for a five year term. The Dean is a senior academic appointment reporting to the Vice-President, Academic.

Laurentian is a bilingual institution and the academic operation includes three Federated Universities (Huntington, Sudbury, Thorncliffe), three affiliated colleges (Algonquin - Saint Isidore, Marie, Hearst, Nipissing - North Bay) and the University of Sudbury. The University is a member of the Association of Universities and Colleges of Canada. A steady increase in enrolment, new research centres, expanded French programmes, initiatives in Native education, growth of distance education and a successful development campaign are all indicators of the central role of Laurentian University in the economic, social and cultural development of Sudbury and northeastern Ontario.

The Faculty of Social Sciences is composed of the following departments: Economics, Geography, History, Law and Justice, Political Science, Psychology, and Sociology and Anthropology. The faculty offers a number of undergraduate programs and certificates and offers graduate programs in History and Sociology. In addition, the Faculty of Social Sciences is heavily involved in several of the University's research centres: the Centre for Research and Human Development, the Institute of Northern Ontario Research and Development, and the Institut Franco-Ontarien. The University is currently involved in a long range strategic planning process. It is particularly interested in a candidate who would provide leadership in the planning of the future of the Faculty of Social Sciences.

Candidates should have a strong academic background in teaching and research, proven administrative ability, and command of French and English. With application and nomination, candidates should submit three letters of reference, and names of three referees should be submitted by November 15, 1991 in confidence to:

Dr. Paul Cappon  
Vice-President, Academic  
Laurentian University  
Sudbury, Ontario P3E 2C6

LAURENTIAN UNIVERSITY IS AN EMPLOYMENT EQUITY POLICY. APPLICATIONS FROM CANDIDATES WITH DISABILITIES AND RACIAL MINORITIES ARE WELCOME. LAURENTIAN UNIVERSITY IS A SMOKE-FREE ENVIRONMENT.

Alberta, T6G 2H7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be received by October 15, 1991. Please apply to: Dr. R.W. McGraw, Professor and Chair, Department of Orthopedics, University of British Columbia, 3rd Floor, 310 West 10th Avenue, Vancouver, BC V6Z 4E5.

## PHILOSOPHY

**UNIVERSITY OF TORONTO:** The Department of Philosophy and the Centre for Bioethics, University of Toronto, are seeking a full-time stream position of the rank of Assistant Professor, to begin in July 1992. Ph.D. required. The position involves teaching and research in the area of specialization: bioethics. Duties will include research and teaching in areas of specialization. Salary commensurate with qualifications. Applications should include a complete dossier, a writing sample, and at least three letters of reference, should be sent to: Dr. J. G. McDonald, Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for receipt of applications is September 30, 1991. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University encourages qualified women and minority applicants. Starting date will be November 1, 1991. Please apply to: Dr. R.W. McGraw, Professor and Chair, Department of Orthopedics, University of British Columbia, 3rd Floor, 310 West 10th Avenue, Vancouver, BC V6Z 4E5.

**UNIVERSITÉ D'OTTAWA:** Poste de rang supérieur en Philosophie. L'Université d'Ottawa invite applications pour un poste de rang supérieur, pour une durée de trois ans, à compter du 1er juillet 1992. Le traitement sera fixé en fonction de l'expérience et de la formation. La philosophie continentale et la philosophie analytique sont les domaines de spécialisation. Le candidat doit être bilingue (français-anglais) pour l'office de la permanence, de plus, le département de philosophie de l'Université d'Ottawa exige que le candidat soit capable d'enseigner dans les deux langues. Le département de philosophie est engagé dans des projets de recherche en philosophie analytique et en philosophie continentale. Conformément aux exigences prescrites en matière d'immigration du Canada, la priorité sera donnée aux citoyens canadiens et aux résidents permanents. Veuillez adresser votre lettre de candidature, votre curriculum vitae, trois lettres de référence, et les documents administratifs requis à: M. J. G. McDonald, Directeur Interim, Département de philosophie, Université d'Ottawa, Ottawa, Ontario K1N 6N5.

**UNIVERSITY OF OTTAWA:** Senior Position in Philosophy. The University of Ottawa is seeking a distinguished senior professor of philosophy of international reputation for a tenure position. The position is available immediately with a salary of \$25,000-\$28,000 per annum. Send resume and three letters of reference to: Dr. P. Patterson, Department of Philosophy, 9-70 Medical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G4.

including a curriculum vitae, three letters of reference, and any other supporting documents must be sent by December 1, 1991 to: Dr. Hillard Aronowicz, Acting Chair, Department of Philosophy, University of Ottawa, Ottawa, Ontario K1N 6N5. **McGILL UNIVERSITY, Montreal:** Quebec, Canada is seeking a full-time Assistant Professor, AOC, Open, AOC, Open, Ph.D. prior to appointment. Duties include two courses per semester, thesis supervision, upper departmental and university committees assignments. Successful candidates must show excellence in teaching and superior research capabilities. The position is a tenure track position. The position is committed to equity in employment: qualified women and men are encouraged to apply. Application deadline: 30 November, 1991. Applications and supporting documents should be sent to: Dr. J. G. McDonald, Chair, Department of Philosophy, 555 Sherbrooke Street West, Montreal, Quebec, H3A 2T7. In accordance with Canadian Immigration regulations, this search is the first instance limited to Canadian citizens and permanent residents.

**McGILL UNIVERSITY, Montreal:** Quebec, Canada is seeking a full-time Assistant Professor, AOC, Open, AOC, Open, Ph.D. prior to appointment. Duties include two courses per semester, thesis supervision, upper departmental and university committees assignments. Successful candidates must show excellence in teaching and superior research capabilities. The position is a tenure track position. The position is committed to equity in employment: qualified women and men are encouraged to apply. Application deadline: 30 November, 1991. Applications and supporting documents should be sent to: Dr. J. G. McDonald, Chair, Department of Philosophy, 555 Sherbrooke Street West, Montreal, Quebec, H3A 2T7. In accordance with Canadian Immigration regulations, this search is the first instance limited to Canadian citizens and permanent residents.

**McGILL UNIVERSITY, Montreal:** Quebec, Canada is seeking a full-time Assistant Professor, AOC, Open, AOC, Open, Ph.D. prior to appointment. Duties include two courses per semester, thesis supervision, upper departmental and university committees assignments. Successful candidates must show excellence in teaching and superior research capabilities. The position is a tenure track position. The position is committed to equity in employment: qualified women and men are encouraged to apply. Application deadline: 30 November, 1991. Applications and supporting documents should be sent to: Dr. J. G. McDonald, Chair, Department of Philosophy, 555 Sherbrooke Street West, Montreal, Quebec, H3A 2T7. In accordance with Canadian Immigration regulations, this search is the first instance limited to Canadian citizens and permanent residents.

## PHYSICAL ACTIVITY

**UNIVERSITE LAURENTIENNE:** Poste francophone. Ecole de l'activité Physique. L'Université Laurentienne sollicite des candidatures à un poste à l'École de l'activité Physique. Le candidat doit posséder une maîtrise en éducation physique, une expérience en matière de performance, disponible à temps plein, et être capable d'établir un programme de recherche dans son domaine. La personne choisie devra enseigner en français une combinaison à déterminer parmi les cours suivants: philosophie du sport, psychologie du sport, aspects historiques et comparatifs de l'éducation, perspectives de l'éducation physique et du sport, principes administratifs. En conformité avec les exigences canadiennes d'immigration, la préférence sera accordée aux citoyens canadiens.

**UNIVERSITY OF WATERLOO:** Applications are being accepted for a tenure track position in the Department of Physics at the University of Waterloo. Applicants must have a Ph.D. in Physics and post-doctoral experience. The successful candidate will be expected to have a strong research record and who has a strong research record in their field. The position is available immediately with a salary of \$25,000-\$28,000 per annum. Send resume and three letters of reference to: Dr. P. Patterson, Department of Physics, 9-70 Medical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G4.

## Electrical Engineering

Applications are invited for a tenure track position in the Electrical Engineering Department of the University of New Brunswick. The position is available immediately with a salary of \$25,000-\$28,000 per annum. Send resume and three letters of reference to: Dr. P. Patterson, Department of Physics, 9-70 Medical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G4.

## DIRECTOR MOLECULAR DIAGNOSTICS LABORATORY

The Department of Pathology, Kingston General Hospital, and Queen's University, invites applications from candidates with a Ph.D. and/or M.D. degree with experience in DNA diagnosis. The focus of this appointment will be the joint direction of a regional DNA laboratory with four technologists, established in 1985 and providing a variety of diagnostic services with a current concentration on X chromosome linkage studies. The laboratory is currently facing a fragile X syndrome. You will be a member of a closely knit, exceptionally productive regional genetics group. Participation in undergraduate and graduate teaching will be expected and the establishment of an independent research program will be encouraged and facilitated. The successful candidate must be eligible for certification in Molecular Genetics by the Canadian College of Medical Geneticists. Salary and academic rank will be commensurate with qualifications and experience.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Kingston General Hospital/Queen's University has an Employment Equity Program and encourages applications from all qualified applicants including women, aboriginal people, persons with disabilities and visible minorities.

Please submit a curriculum vitae and the names of three referees by October 31, 1991 to: Dr. Paul Menley, Acting Head, Department of Pathology, Queen's University, Kingston, Ontario, Canada, K7L 3N6; Telephone (613) 545 2850; FAX (613) 548 2513.

canadians et aux résidents permanents. L'Université invite les applications de candidats de langue anglaise et de langue française. Le poste est offert également aux femmes et aux personnes d'origine aborigène. Les publications de la région de la recherche en génétique sont encouragées. Les références doivent être envoyées dès que possible. Les candidats doivent être admissibles à la certification en génétique moléculaire par le Collège Canadien des Médicins Généticiens. Le salaire et le rang académique seront commensurables avec les qualifications et l'expérience.

## PHYSICAL & OCCUPATIONAL THERAPY

**McGILL UNIVERSITY:** Applications are invited for 4 tenure track appointments in the School of Physical & Occupational Therapy. The position is a tenure track position. The position is committed to equity in employment: qualified women and men are encouraged to apply. Application deadline: 30 November, 1991. Applications and supporting documents should be sent to: Dr. J. G. McDonald, Chair, Department of Philosophy, 555 Sherbrooke Street West, Montreal, Quebec, H3A 2T7. In accordance with Canadian Immigration regulations, this search is the first instance limited to Canadian citizens and permanent residents.

## PHYSICS

**UNIVERSITY OF ALBERTA:** The Canadian Network for Space Research, Department of Physics, University of Alberta, invites applications for two research positions in plasma physics. The first position is for a Post-doctoral Fellow. The Postdoctoral Fellow will be responsible for the implementation and maintenance of scientific software for the Canadian Network for Space Research. The candidate for the Postdoctoral Fellow must be familiar with the UNIX operating system and have experience with vectorizing and parallelizing computer codes. Knowledge of high level graphics packages such as XYS and XYS are an asset. Since the Project Scientist is expected to contribute to the implementation and maintenance of a strong background in plasma physics is essential. Minimum salary is \$31,000 per annum. Applications along with letters from three referees should be sent to: Dr. J.C. Samson, Canadian Network for Space Research, Department of Physics, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. The closing date for applications is September 30, 1991. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is an equal opportunity employer. The University encourages applications from all qualified persons, including women, aboriginal people, persons with disabilities and visible minorities.

**UNIVERSITY OF WATERLOO:** Applications are being accepted for a tenure track position in the Department of Physics at the University of Waterloo. Applicants must have a Ph.D. in Physics and post-doctoral experience. The successful candidate will be expected to have a strong research record and who has a strong research record in their field. The position is available immediately with a salary of \$25,000-\$28,000 per annum. Send resume and three letters of reference to: Dr. P. Patterson, Department of Physics, 9-70 Medical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G4.

## University of Regina

### THE UNIVERSITY OF REGINA INVITES APPLICATIONS AND NOMINATIONS FOR THE POSITION OF DEAN OF THE FACULTY OF PHYSICAL ACTIVITY STUDIES

The University of Regina is a vibrant centre of learning located in Saskatchewan's capital city, Regina, which supports an active lifestyle with easy access to major cultural and recreational resources. The University's nine faculties provide high quality education to approximately twelve thousand students.

The Dean of Physical Activity Studies will provide effective academic leadership and sound administration to a Faculty with 28 academic and support staff serving the educational needs of approximately 160 undergraduate student majors and the co-curricular and service needs of many more. The undergraduate degree program contains four important areas of concentration: adapted physical activity, recreation administration, sport administration and fitness/lifestyle programs. It is capped by an important internship element. Co-curricular programs include the activities of the Dr. Paul Schwann Fitness Centre, six highly competitive intervarsity athletic sports, and various intramural and community-based sports programs. The Faculty's portfolio of sponsored research activity has recently been expanding significantly.

The Dean will provide strong representation for the Faculty within the University and in the community at large. Candidates should have demonstrated administrative skills, an excellent record of teaching, practice and research in a relevant physical activities discipline, and an understanding of the integration of teaching between undergraduate education, research and co-curricular programs. The Dean is expected to be able and willing to work collaboratively with other Faculties on campus, with members of relevant professional associations and with the Canadian Inter-University Athletic Union.

The appointment will commence on July 1, 1992, and will normally be for an initial term of five years. The University of Regina is thoroughly committed to employment equity. We welcome applications from all, especially aboriginal peoples, people with disabilities, visible minorities, and women. In accordance with Canadian Immigration requirements, this advertisement is directed at the first instance to Canadian citizens and permanent residents of Canada. Send applications or nominations, including a complete curriculum vitae and names of at least three referees in confidence by October 31, 1991, to:

Dr. Brian L. Scarle  
Vice-President (Academic)  
University of Regina  
Regina, Saskatchewan  
S4S 0A2







CAUT BULLETIN ACPH



standing clinician to serve as the Head of the Division of Otolaryngology at the University of British Columbia. The individual must be experienced in the design, development and implementation of academic programs that foster the professional and scholarly growth of a multi-national division and to provide leadership to the division's faculty. Applicants must have a minimum of 10 years of experience in the field of otolaryngology, and demonstrate a record of excellence in teaching, clinical service, and academic administration. The incumbent will have overall responsibility for the division's academic and educational programs of appropriate breadth and depth, and supervisory duties of national stature. This is a tenure position. The position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. Anticipated start date is 1st January 1992. The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested applicants should forward a letter of application and updated curriculum vitae by September 30, 1991 to: Dr. Richard J. Finley, Chair, Search Committee for Head, Division of Otolaryngology, Faculty of Medicine, 215 West 10th Avenue, Third Floor, Laurel Pavilion, Vancouver, B.C., Canada V2Z 4E3.

**THE UNIVERSITY OF BRITISH COLUMBIA: Faculty of Medicine, Department of Surgery.** A full-time faculty position within the Division of Plastic Surgery will become available within the Department of Surgery. Applicants should have completed their Fellowship with the Royal College of Physicians and Surgeons of Canada in Plastic and Reconstructive Surgery, and be eligible for registration by the College of Physicians and Surgeons of British Columbia. The successful candidate must have demonstrated an ability for research and clinical care of patients, as well as experience in teaching. The candidate must have extra training in pediatric plastic surgery with a special interest in craniofacial surgery. Salary will be commensurate with qualifications and experience. This is a tenure position. The position is subject to final budgetary approval. Anticipated start date is October 1, 1991. The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested applicants should forward a letter of application and updated curriculum vitae by September 30, 1991 to: Dr. Richard J. Finley, Professor & Head, Department of Surgery, 310 West 10th Avenue, Room 315, Third Floor, Laurel Pavilion, Vancouver, B.C., Canada V2Z 4E3.

## THEATRE

**UNIVERSITY OF REGINA, Theatre Department.** The University of Regina Theatre Department requires: 1) A specialist in Voice and Acting who will be responsible for the Voice area of the Department, teach courses which may include voice and acting, and direct Department productions as required. Qualifications: An M.F.A. or Ph.D. in Theatre (or professional equivalent) with specialization in voice and acting, and an active record of significant experience in teaching and/or professional theatre. 2) A specialist in Theatre History, Criticism and Theory. Exceptional candidates with any specialization will be considered. The Department is particularly interested in candidates able to teach in the areas of Greek and Roman theatre, 16th and 19th century theatre history, feminist approaches to theatre and/or post-modern critical theory. The successful candidate will be expected to supervise BA Honours students and assist in the instruction of MA and MFA programs. Qualifications: A Ph.D. with a record of University teaching and publication. Training and experience in some practical aspects of theatre. Previous supervisory experience with graduate students as well as administrative experience desired. Rank and Salary: Assistant Professor/Tenure Track with salary dependent upon qualifications. Begin July 1, 1992. Send letters of application, resume, and three letters of recommendation (or placement file) to: Dr. Mary Blackstock, Dean of Fine Arts, University of Regina, Regina, Saskatchewan, Canada, S4S 0A2. Applications will be reviewed starting October 30 and continue until a suitable candidate is hired. The Department of Theatre has nine faculty and maintains an active production program for training students for the B.F.A. (Acting), B.Sc. (Theatre and Production Management), B.A. and B.A. Honours in Dramaturgy, Theatre History, Theory and Criticism. The Department is part of the Faculty of Fine Arts, which also includes the Departments of Film and Video, Music and Visual Arts. The University of Regina is committed to employment equity. We encourage applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF SASKATCHEWAN, Beef Production Cuckoo (Position 8-16-7-9).** The Department of Herd Medicine and Theriogenology, Western College of Veterinary Medicine, is inviting applications for a tenure track faculty position. The candidate must have a B.V.M. (or equivalent) with advanced experience in beef production and/or production. Residency or other formal postgraduate education is highly desirable. The candidate must also be eligible for licensure to practice in Saskatchewan. The primary duties include: teaching veterinary students food animal medicine and production with emphasis on beef; provision of clinical service to beef producers on herd studies, and the development of a research program and other scholarly activities. Salary and rank will be commensurate with training and qualifications. The application should include a curriculum vitae and the names of three referees. The University of Saskatchewan is committed to the principles of Employment Equity. This position has been exempted from Canadian Employment and Immigration two-hour advertising requirements. Address applications and inquiries to: Dr. K.R. Armstrong, Head, Department of Herd Medicine and Theriogenology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. Telephone: (306) 966-7145; FAX (306) 966-4748.

Canada before assessing applications from other persons. The University of Victoria is committed to an employment equity program. Women are especially encouraged to apply.

## VETERINARY MEDICINE

**UNIVERSITY OF SASKATCHEWAN, Beef Production Cuckoo (Position 8-16-7-9).** The Department of Herd Medicine and Theriogenology, Western College of Veterinary Medicine, is inviting applications for a tenure track faculty position. The candidate must have a B.V.M. (or equivalent) with advanced experience in beef production and/or production. Residency or other formal postgraduate education is highly desirable. The candidate must also be eligible for licensure to practice in Saskatchewan. The primary duties include: teaching veterinary students food animal medicine and production with emphasis on beef; provision of clinical service to beef producers on herd studies, and the development of a research program and other scholarly activities. Salary and rank will be commensurate with training and qualifications. The application should include a curriculum vitae and the names of three referees. The University of Saskatchewan is committed to the principles of Employment Equity. This position has been exempted from Canadian Employment and Immigration two-hour advertising requirements. Address applications and inquiries to: Dr. K.R. Armstrong, Head, Department of Herd Medicine and Theriogenology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. Telephone: (306) 966-7145; FAX (306) 966-4748.

## VISUAL ARTS

**UNIVERSITY OF VICTORIA, The Department of Visual Arts, University of Victoria.** Invites applications for a tenure-track Assistant Professor to teach Introductory and Advanced courses in painting. Ability to teach drawing and other

studio subjects is also essential. Initial three-year appointment from July 1, 1992. Candidates must have an M.F.A. degree, or equivalent professional qualifications, and previous post secondary teaching experience. Please submit a curriculum vitae, slides of recent work, and the names of three referees to: Professor Mervyn Baden, Chair, Department of Visual Arts, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Applications will be received until November 15, 1991. In accordance with Canadian Immigration regulations, the University is required to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria is committed to an employment equity program. Women are especially encouraged to apply.

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# UNIVERSITY OF NORTHERN BRITISH COLUMBIA

The University of Northern British Columbia is Canada's newest and the fourth publicly funded university in the province. It has a mandate to serve the northern two-thirds of British Columbia and a desire to quickly establish a strong reputation in both instruction and research. It will have a main campus in Prince George (pop. 70,000). The university will have a range of Arts, Science and Professional programs specifically targeted to meet the needs of northern British Columbia. It will offer graduate programming and will conduct research in a wide range of areas but with an emphasis upon subjects of relevance to northern B.C. It will develop international contacts primarily in two areas, the circumpolar north and the Pacific rim.

Applications are presently being accepted for the following positions.

## CEREMONIES OFFICER

An imaginative and innovative person is required who is capable of organizing both large and small scale events of all kinds and dealing with all protocol matters related to university operations. The Ceremonies Officer will report to the Registrar.

The Ceremonies Officer will have the responsibility for organizing all major campus events, such as convocations and open houses. In addition, the officer will be responsible for organizing visits to the university by dignitaries of all kinds. Extensive liaison with local governments and community groups will frequently be necessary. The successful candidate will be a university graduate with extensive experience in organizing special events and, preferably, some experience in working in a Registrar's office. Exceptional organizational abilities are required as are excellent written and oral communications skills.

## DIRECTOR OF COMPUTING SERVICES

The University requires an imaginative and innovative individual who is capable of providing leadership in the establishment of computing services for a new university with a broad regional mandate and a strong desire to quickly establish a strong reputation in both instruction and research. The Director of Computing Services will report to the Vice-President (Administration).

The Director of Computing Services will have the responsibility for establishing, maintaining and enhancing the computing environment throughout the university. The Director should seek to obtain the optimum levels of services to support teaching and research at both the undergraduate and graduate level in Arts, Science and Professional Studies. The Director should also seek to establish and maintain optimum services for the Library, Finance Office, Office of the Registrar and other administrative support areas. Programming, networking operations and systems would be the responsibility of the Director as would micro-computer maintenance.

A strong computing background, good management and administrative abilities, and excellent interpersonal skills are required. The candidate must have high academic credentials and have had considerable experience supporting faculty, staff and students in a university setting.

## COORDINATOR OF CO-OPERATIVE EDUCATION

The University requires an imaginative and resourceful person to coordinate all co-operative education efforts. UNBC has a broad regional mandate and a strong desire to quickly establish a strong reputation in co-operative education in virtually all of its program offerings. The Coordinator will report to the Vice-President (Academic).

The Coordinator of Co-operative Education will be expected to assist all Faculties and Departments with the establishment and successful operation of co-operative education program options. The Co-ordinator will liaise with industry, government and other organizations throughout British Columbia to locate work opportunities. In addition, the Coordinator will manage a staff of counsellors who will counsel students, visit them on the job and assist them in their professional development.

The Coordinator of Co-operative Education will have extensive experience at the senior level in establishing and creating co-operative educational programs. The Coordinator will have a strong academic background as well as a great deal of business or industrial experience. Strong written and oral communications skills are required as are management and organizational skills.

**BC**

## COORDINATOR OF FIRST NATIONS STUDIES

The University requires an imaginative and adaptable person to coordinate First Nations Studies.

The Coordinator of First Nations Studies will be expected to coordinate all of the efforts of the University of Northern British Columbia in relation to First Nation's Studies across the University and may be academic head of a Department of First Nation's Studies. The Coordinator may be expected to teach in an appropriate field and to undertake new course development. The Coordinator will advise the President and university groups and committees on First Nations Studies and on services to First Nations students at UNBC. The Coordinator will report to the Vice-President (Academic) except in relation to the possible role of academic head of the Department of First Nations Studies, in which case they report to the Dean of Arts and Science.

The Coordinator will be expected to have appropriate degree qualifications with a Master's Degree being a minimum qualification. Previous university experience and experience in curriculum development is highly desirable. The Coordinator should have familiarity with First Nations groups, issues and, especially, educational matters. Ideally the candidate will be fluent in one of the First Nations languages of northern British Columbia and have some familiarity with the region. Excellent interpersonal skills are also required as are excellent oral and written communications skills. Extensive travel throughout northern British Columbia would be expected.

## DIRECTOR OF RESIDENCE AND CONFERENCE SERVICES

The University requires an imaginative and resourceful person to be the Director of Residence and Conference Services. The Director will be responsible for the management and operation of the university residences throughout northern British Columbia and for the organization and marketing of a wide variety of conferences of all types throughout the region. The duties of this position include budget and financial planning, facilities management and staff recruitment and training in both areas. The incumbent will organize an active residence life program for students living on university property and liaise with students, faculty and staff on all issues relating to residence operations. The incumbent will also develop an active conference program aimed at students, faculty and staff, as well as the public. It is expected that there will be extensive liaison with academic and other units and with community groups. The Director reports to the Vice-President (Administration).

The successful candidate will be a university graduate with extensive experience in at least one of the areas of responsibility and some exposure to the other. Demonstrated leadership qualities, excellent written and oral communications skills are required and familiarity with a university environment is preferred. Extensive travel throughout northern British Columbia is expected.

The University of Northern British Columbia plans to establish a conference facility attached to some residences at its main campus in Prince George. Five hundred residence beds are planned for the first phase of construction on the main campus. Residence and conference facilities are expected to be established throughout northern British Columbia in due course.

The salaries are open, depending upon qualifications and experience.

Applications, accompanied by a curriculum vitae and the names of at least three referees, will be received until the positions are filled. Applications for these positions should be sent indicating position of interest to the address below.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Northern British Columbia is committed to the principle of equity in employment.

Geoffrey R. Weller, President  
University of Northern British Columbia  
Bag 1950, Station A  
Prince George, B.C. V2L 5P2





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September 1991 — and our 41st year — thanks to your support. People starting to move about again with confidence.

We forecast that carriers will maintain seat sales to boost fall traffic and some very low winter rates should kick-start Trans-Atlantic bookings. Thankfully no G.S.T. on International travel.

Recession and International disruptions kept us on a low staff complement all Summer, as was general in the industry. However, September will see us back to strength and immediate turnaround on all telephone calls and FAX.

Domestic sales have been fairly good — seat sales help a lot — Atlantic dropped off this year, but is

really picking up now, — so book early for your dates, PLEASE.

Pacific stays very buoyant and Circle Pacific, including Hong Kong and Australia extremely popular.

By the time you see the fares below — we can be sure rates will have changes — bargains are around so call and FAX for your quotation. You might be pleasantly surprised!!! Usually limited inventory on the real bargain fares so **BOOK EARLY**.

Remember, we can't print all origin and destination fares and services — so call or FAX your particular requirements. We'll get right on to it!!!

We have spent the summer improving our automation, training and upgrading standards. Although we were raised to believe in the three R's, the three S's are paramount — SERVICE, SERVICE, SERVICE. You can expect the best...

We look forward to serving you in the coming academic year.

Welcome back to our returned globetrotters and very best wishes to you all.

G. Finlay, President

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Victoria	\$779.00 — \$934.00
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From: St. John's/Halifax/Ottawa/Montreal/Toronto	\$607.00 — \$684.00
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E.&O.E. 08/91

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Toronto	\$890.00 — \$1228.00
Vancouver	\$1415.00 — \$1682.00
To: FRANKFURT	
From: Montreal/Toronto	\$977.00 — \$1315.00
Vancouver	\$1271.00 — \$1664.00
To: ZURICH	
From: Montreal/Toronto	\$1031.00 — \$1369.00
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